

14th May 2026

Modern Slavery Report – ARYZTA Australia Pty Ltd

ARYZTA Australia Pty Limited (**ARYZTA Australia**) provides this Modern Slavery Statement relevant to the period 1 August 2023 – 31 December 2025 to the Department of Home Affairs, Modern Slavery Business Engagement Unit.

ARYZTA Australia has taken steps to review and audit its supply chain arrangements and has compiled the necessary information to prepare a Modern Slavery Statement in accordance with the Modern Slavery Reporting Requirement pursuant to the *Modern Slavery Act 2018* (Cth).

During FY2023–2025, the reporting entity transitioned its reporting period from a July–June cycle to a calendar year. As a result, this statement covers a transitional reporting period and subsequent calendar year period to realign reporting. The entity acknowledges a delay in reporting and has taken steps to strengthen internal governance to ensure future compliance.

ARYZTA’s Australian business has an annual consolidated revenue of more than AUD\$100 million and is therefore required to comply with the national reporting requirements.

1. The Reporting Entity

ARYZTA Australia is part of the ARYZTA group of companies whose ultimate parent company is ARYZTA AG. ARYZTA is an international food business with a leadership position in frozen B2B bakery. ARYZTA’s customer channels consist of a mix of large retail, convenience and independent retail, Quick Serve Restaurants (‘QSR’) and other foodservice categories.

ARYZTA Australia recognises that modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking; all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

ARYZTA Australia is committed to ensuring that their practices are designed to combat slavery, servitude, forced and compulsory labour and human trafficking.

2. ARYZTA Australia's Structure, Operations and Supply Chains

ARYZTA Australia's registered office is at: Gate 2, 14 Homepride Avenue, Liverpool, NSW 2170 and is wholly owned by ARYZTA, which is a public listed company. ARYZTA is listed on the Switzerland Stock Exchange.

ARYZTA Australia

ARYZTA Australia supplies to all the major quick serve restaurants, Hotel/Restaurant/Café (HORECA) and retail channels. ARYZTA has over 500 employees in Australia, split across three bakeries (NSW, VIC & WA) and two distribution centres (SA & QLD).

ARYZTA Australia both makes products in Australia using both Australian ingredients and imported ingredients as well as importing finished products from Europe and America.

ARYZTA Australia's supply chain consists of relationships with external businesses for the sourcing of raw materials as well as the suppliers of services to ARYZTA Australia. As part of their commitment to combating modern slavery and human trafficking, their supplier approval process and due diligence incorporates a review of the controls undertaken by the supplier. The level of management control required in respect of these sources will be continually monitored.

Whilst the majority of ARYZTA Australia's suppliers are based in Australia, the business does have suppliers based in other countries.

3. Risks of Modern Slavery Practices in Operations and Supply Chains

ARYZTA has implemented a structured supply chain due diligence framework to identify and prioritise modern slavery risks based on supplier geography and sourcing categories. Through this analysis, ARYZTA has identified that higher inherent risks are primarily concentrated in labour standards and environmental areas, particularly:

- Freedom of association and broader labour rights
- Environmental factors including biodiversity, energy and emissions, and water use

Category-level assessment indicates that ingredients such as proteins, fats and oils, nuts and seeds, and agricultural commodities present comparatively higher inherent risk due to their supply chain complexity and sourcing locations.

Indirect procurement categories, including logistics, MRO, and labour-related services, also demonstrate elevated risk levels, particularly in labour standards.



These insights enable ARYZTA to prioritise high-risk suppliers and categories for enhanced due diligence, including SEDEX participation and targeted audit activity, supporting a risk-based approach to modern slavery mitigation.

4. Actions Taken by ARYZTA Australia to Assess and Address Modern Slavery Risks

ARYZTA Australia has a stable long-term relationship with the majority of its major suppliers.

ARYZTA Australia is committed to ensuring that modern slavery is not present within their supply chains. Modern slavery, particularly in the form of forced labour and debt bondage is often hidden from plain sight and is a concerning and growing practice in a number of industries, including agriculture and food manufacturing.

ARYZTA globally has introduced a Modern Slavery and Human Trafficking Policy, which ARYZTA Australia has provided to their suppliers in order that they adhere to the same high standards. ARYZTA's Modern Slavery and Human Trafficking Policy demonstrates their commitment to acting ethically and with integrity in all their business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in their supply chains.

Global Supplier Code of Conduct

ARYZTA's Supplier Code of Conduct is a requirement for all suppliers and sets out mandatory minimum standards, aligning with international frameworks such as the UN Guiding Principles on Business and Human Rights and ILO conventions.

The Code requires suppliers to uphold strong labour and human rights practices, including the prohibition of forced labour, modern slavery and human trafficking, and strict controls on child labour. It also mandates fair wages, reasonable working hours, non-discrimination, and respect for freedom of association.

Suppliers must provide safe and healthy working conditions, maintain environmental responsibility, and operate with high standards of business ethics, including anti-bribery and compliance with applicable laws.

ARYZTA requires suppliers to implement grievance mechanisms, including access to whistleblowing channels, and to ensure transparency and traceability across their own supply chains.

Compliance with the Code is embedded into contractual agreements, and ARYZTA reserves the right to audit suppliers, require corrective actions, and terminate relationships where standards are not met.



Global Employee Code of Conduct

All ARYZTA employees globally are required to sign and comply with ARYZTA's Global Employee Code of Conduct, which relevantly includes:

- ARYZTA's Non-Discrimination Policy
- Guarantee of Freedom of Association
- Anti-Bribery & Corruption Policies
 - All operations are assessed for risks related to corruption
 - Conduct training with mid- and senior-level employees on anti-corruption policies
- ARYZTA's Whistleblower Program
- Prohibition of forced or slave labour
- Political involvement policy
 - ARYZTA makes no contributions to any political party or affiliation
- Employees are trained on human rights policies, sexual harassment, slavery, anti-corruption and human trafficking and other aspects that are relevant

Global Child Labour Remediation Policy

ARYZTA's Child Labour Remediation Policy outlines its commitment to zero tolerance for child labour within its operations and supply chain, aligned with international standards including ILO Conventions and the UN Guiding Principles on Business and Human Rights.

The policy establishes clear requirements to ensure that no individuals below the legal working age are employed, while allowing for young workers (under 18) to be employed only under safe, lawful, and non-hazardous conditions that do not interfere with education.

It includes defined processes for detection, reporting, and remediation, requiring immediate action if child labour is identified, followed by investigation and implementation of a remediation plan prioritising the child's wellbeing, including access to education and support services.



Preventative measures include robust hiring controls, age verification, employee training, risk assessments, and audits, supported by governance oversight and regular reporting at senior levels.

ARYZTA Australia Adoption of SEDEX

As part of ARYZTA Australia's commitment to address modern slavery risks, ARYZTA Australia is taking steps to identify and eliminate the risk of modern slavery occurring within its supply chains.

ARYZTA utilises the SEDEX platform as a key tool to support ethical sourcing and modern slavery risk management across its supply chain. SEDEX enables the collection and analysis of supplier data on labour standards, health and safety, environment, and business ethics.

Suppliers are required to register on SEDEX and, where identified as higher risk, undergo SMETA (Sedex Members Ethical Trade Audit) assessments. These audits provide visibility of working conditions and enable ARYZTA to identify risks, implement corrective actions, and monitor ongoing compliance.

This approach supports a risk-based due diligence framework, allowing ARYZTA to prioritise high-risk suppliers and drive continuous improvement in labour practices and human rights performance.

5. Assessing the Effectiveness of Actions to Address Modern Slavery Risks

ARYZTA assesses the effectiveness of its actions to address modern slavery risks through a combination of data-driven monitoring, supplier engagement, and continuous improvement processes.

Key mechanisms include:

- Supplier participation and transparency: Monitoring supplier adoption of the SEDEX platform, including completion of self-assessment questionnaires and the availability of audit data.
- Audit coverage and outcomes: Tracking the number of SMETA audits conducted, particularly across high-risk suppliers, and reviewing audit findings to identify trends and systemic risks.
- Risk reassessment: Periodically reviewing supplier risk profiles based on updated country, sector and category risk data to ensure prioritisation remains appropriate.
- Grievance mechanisms: Monitoring the use and effectiveness of whistleblowing and grievance channels, including the nature of reports received and the responsiveness of remediation actions.



ARYZTA also evaluates effectiveness through internal governance processes, including oversight from sustainability, procurement, and compliance functions, and periodic reporting to senior management.

Insights from these activities inform ongoing improvements to ARYZTA's due diligence framework, including refining risk assessment methodologies, expanding audit coverage in high-risk areas, and strengthening supplier engagement and capability-building initiatives.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in their supply chains and in their business, ARYZTA Australia will provide ongoing training to employees through their annual Global Code of Conduct training.

6. Consultation with Entities that ARYZTA Australia Owns or Controls

Not applicable.

7. Other Relevant Information

Nothing further in addition to the above.



S E R V I N G I N S P I R A T I O N

On behalf of the Board of Directors of ARYZTA Australia PTY Ltd, and in accordance with section 13 of the Modern Slavery Act 2018 (Cth), we submit the ARYZTA Australia Modern Slavery Statement dated 14th May 2025.

This Statement is submitted by the reporting entity, ARYZTA Australia Pty Limited (ARYZTA Australia) and covers ARYZTA Australia's reporting for the period 1 August 2023 – 31 December 2025. ARYZTA Australia does not own or control any other entities.

ARYZTA Australia recognises that modern slavery is a crime and a violation of fundamental human rights. ARYZTA Australia is committed to ensuring that our practices across our global operations are designed to combat slavery, servitude, forced and compulsory labour and human trafficking.

This Statement was approved by the Board of Directors of ARYZTA Australia PTY Ltd, the principal governing body of the reporting entity, on the 15th of May 2026.

ARYZTA Australia Board Member

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Nick Schilling
Managing Director ARYZTA ANZ

ARYZTA Australia Board Member

A handwritten signature in blue ink, appearing to read 'Alan Burke', is written over a horizontal line.

Alan Burke
Head of Finance ARYZTA ANZ