

MARLEY SPOON

Modern Slavery Statement 2020

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Marley Spoon acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and to Elders both past and present.

Introduction

This is Marley Spoon Australia's first Modern Slavery Statement. It has been published in accordance with the Modern Slavery Act 2018 (Cth) (the Act). It outlines our structure, operation and supply chains, and what we do to identify and address the risks that modern slavery could affect our business and supply chains. This statement is made in respect of Calendar Year 2020.

People are the core of what we do at Marley Spoon. This means we take care of our customers and employees. It also means we look out for the many others who help us in the pursuit of our mission – to continuously delight our customers in a personalized and sustainable way. We are committed to achieving a global business environment that is free from exploitation and abuse of vulnerable people and recognize that, on our part, this means pursuing continuous improvement in our own processes for identifying and eliminating modern slavery risks.

A Message From Our CEO



Marley Spoon Australia is proud to be a purpose-led business, with a strong set of values and principles that informs everything we do. We're guided by our values of sincerity, determination, passion, diversity, accountability and integrity – all of which are important when it comes to choosing the best suppliers and partners to work with throughout our supply chain.

The issue of modern slavery unfortunately and sadly remains a risk and, for too many people, a reality. We are determined to continually champion best practices and the highest standards with a mission to eliminate modern slavery in our supply chains and to drive positive change.

We are committed to upholding fundamental human rights while supporting the well-being of all people involved with Marley Spoon – whether they are directly involved in our business operations or are members of the communities we serve – and will continue to work towards ending modern slavery.

This statement was approved by the Board of Directors of MarleySpoon Pty Ltd on 27/04/2021.

A handwritten signature in black ink, appearing to read "Rob Weber". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Managing Director
Marley Spoon Australia

June 2021

Our Structure, Operations and Supply Chains

STRUCTURE

MarleySpoon Pty Ltd (ACN 603 969 571) (Marley Spoon Australia or the Company or we) is a private company incorporated in Australia. It is a subsidiary of Marley Spoon AG, a company incorporated in Germany and listed on the Australian Securities Exchange (ASX: MMM), and which also owns subsidiaries in the European Union and the United States of America. Marley Spoon Australia does not own or control any other entities. The Company's registered office is located at Sydney Corporate Park, 190 Bourke Road, Alexandria NSW 2015. Marley Spoon Australia has operated business since 2015.

Our Brands

We operate two key brands: Marley Spoon and Dinnerly:



Marley Spoon

Meal kit
subscription service



Dinnerly

Meal kit
subscription service

Marley Spoon and Dinnerly are subscription-based weekly meal kit services. A meal kit is a box, usually sent directly to a customer's home, which includes the required quantity of ingredients to cook two or more meals along with step-by-step recipe instructions.

OPERATIONS

Our operations are located wholly within Australia and we serve customers across all states and territories. Ingredients are ordered from suppliers on an 'order to use' basis and delivered to one of our fulfilment centres, where they are picked and packed into boxes as final products in accordance with customer orders, then shipped directly to those customers. During 2020, we operated fulfilment centres located in Sydney, Melbourne and Perth.

Customers all over Australia receive their boxes on a weekly basis, usually directly to their homes. Marley Spoon

Australia partners with delivery professionals to ensure the best possible delivery experience for customers.

Marley Spoon employs approximately 575 team members in its operations on either a full time, part time, casual or contract basis.

Key business partnerships

In June 2019, Marley Spoon entered into a five-year strategic partnership with Woolworths Group Limited, pursuant to which the parties collaborate on the promotion and marketing of the Marley Spoon and Dinnerly brands, growing these brands and their customers in the Australian market.

SUPPLY CHAIN

For each of our brands, we source high quality ingredients from a range of suppliers. The most important category of supply for us is food. We source a wide variety of edible products, including fruits, vegetables, meat, dairy and condiments. Marley Spoon Australia has an 'Australia first' sourcing policy and almost all of our direct suppliers are located in Australia. This means that the vast majority of the food in customers' boxes is produced and packed locally - fruits, vegetables, meat and dairy make up 70% of the total ingredients consumed in 2020, and 95% of these ingredients are made and packed in Australia. Through this approach, we ensure the highest standards of food quality and safety for our customers, maximizing our contribution to the Australian economy at the same time. The vast majority of the food and other materials that we procure come from suppliers with which we have stable, long term relationships. Having regard to availability, quality and cost, some of our suppliers also source some products internationally, which means that some elements of our products are also produced and packed outside of Australia, including but not limited to Italy, Vietnam and Indonesia.

Identifying Risks

Most of our people are employed directly, which lowers the risk of modern slavery practices occurring within our team. Our assessment of these risks is accordingly more focused on those parts of the business that use contracted labour and third-party service providers. Workers in these areas may include permanent or temporary migrants, students and other persons who may be more vulnerable to exploitative labour practices.

Whilst Australia is typically considered a relatively lower risk jurisdiction for modern slavery practices, Marley Spoon Australia recognizes that, being a purchaser of a wide variety of food products that are produced and packaged in Australia, modern slavery risks are also present in our domestic supply chains. In particular, the reliance of the agricultural industry on third party labour, temporary migrant workers, younger people, students and backpackers, often working on a casual or seasonal basis, gives rise to the risks of deceptive recruitment, forced labour and debt bondage. The risks in this area are greater, due to lower levels of literacy, education, experience, and knowledge of rights among such workers, as well as higher levels of reliance on the employer. We have identified that, within Australia, these are the risks that are most salient to our business.

The same types of risks, including child labour, are also present in Marley Spoon's international supply chains.

Addressing Risks

During the reporting period, Marley Spoon Australia used a range of tools and approaches to address the risk of modern slavery practices in our operations and supply chains. These tools and approaches, outlined below, are implemented through our policies, contracts and programs.

BUILDING THE RIGHT CULTURE

In line with our mission of continuously delighting our customers in a personalized and sustainable way, Marley Spoon is relentlessly focused on developing and maintaining an organisational culture which ensures that the way we deal with our stakeholders – including our suppliers and partners – embodies the core values and commitments that we hold dear as a company; these are:

- ✓ **Sincerity** – We act boldly in an open, honest and responsible manner.
- ✓ **Determination** – We act decisively with a sense of urgency.
- ✓ **Passion** – We challenge the status quo with energy and enthusiasm.
- ✓ **Accountability** – We focus on outcomes and deliver on commitments and communicate internally and externally.
- ✓ **Integrity** – We treat others as we expect to be treated in attitude, communication and personal safety.
- ✓ **Diversity** – We are committed to a diverse and inclusive work environment, where everyone is treated fairly and with respect, regardless of gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, sexual preference, language and other areas of potential difference.

These core values and commitments are expressed in our global Code of Conduct, to which all of our team members are required to adhere. The Code of Conduct also sets out the standards expected throughout the Company with respect to:

- ✓ Conflicts of interest
- ✓ Anti-bribery and gifts
- ✓ Privacy
- ✓ Fair dealing
- ✓ Discrimination, bullying, harassment and vilification
- ✓ Health and safety
- ✓ Compliance with laws and regulations

The Company's whistleblower process also provides an important means by which team members can call out what may be breaches of the law, or of the standards we apply to ourselves and our stakeholders. All team members are

encouraged to report any suspicion of wrongdoing, without fear of retaliation, and with the option of anonymity.

Whilst the Code of Conduct is not targeted specifically at addressing the risks of modern slavery, we consider that it is an integral part of our commitment to treating people with fairness and respect, and these values also underpin our commitment to a global business environment that is free of modern slavery practices.

Marley Spoon has a zero tolerance policy with respect to any threat of physical or sexual violence, harassment or intimidation against employees and their families and close associates.

All Company policies are clearly defined and communicated to all employees.

SUSTAINABILITY MANAGER ROLE AND FRAMEWORK

In 2018, Marley Spoon Australia introduced a specialized Sustainability Manager position to the organisation, sitting within the Quality, Safety and Sustainability Department. This role will increasingly focus on the areas of responsible sourcing (including with regard to labour practices) and other supplier initiatives, supporting the Company to mitigate risks and increase transparency. In 2020, Marley Spoon redefined its sustainability framework as having three pillars: Our Planet, Our People, Our Community. The Sustainability Manager position will be facilitating and prioritizing projects within this framework to ensure that the roadmap and goals are achieved.

EXTERNAL AUDITS

We engage expert workplace consultants to conduct annual, independent audits of our compliance with the relevant Modern Award. These audits are based on a random sample of employees, and seek to identify any errors that may have been made with the remuneration and related entitlements of employees. This ultimately helps us to ensure that all employees are properly compensated for their efforts. The Company is conscious of the inadvertent under-remuneration that has occurred in some Australian workplaces in recent years, and is committed to ensuring this does not happen at Marley Spoon Australia.

SUPPLIER ONBOARDING AND MONITORING

At Marley Spoon Australia we work only with approved food and non-food vendors and items. In 2020, this approval process was managed partly by way of supplier questionnaires and requests for information. These questionnaires addressed a range of topics, including food safety processes and certifications, sustainability, and labour practices and policies. Based on these questionnaires and information, Marley Spoon Australia has assigned potential suppliers to risk categories. Marley Spoon Australia is seeking to enhance its supplier onboarding and monitoring capabilities by partnering with Foods Connected to introduce a software portal-based supplier management tool, designed specifically for onboarding, auditing and monitoring suppliers. Through the use of this tool, we will achieve an approach to supplier onboarding and management that is more holistic, consistent, detailed and transparent, assisting us to manage supply processes from end to end.

INGREDIENT TRANSPARENCY

We believe that enhancing supply chain transparency is an important part of the overall approach to minimising modern slavery risks, enabling consumers to better understand the origins of our products. In 2020 we introduced an Ingredient Hub to our website. Through the Ingredient Hub, customers and members of the public can view the ingredients contained in each of our weekly recipes on a line-by-line basis including, for each individual ingredient, the percentage which has an Australian origin.

POST-REPORTING PERIOD ACTIONS

Marley Spoon Australia is undertaking new initiatives in 2021 to further combat the risks of modern slavery practices. These include:

- ✓ Compulsory modern slavery training for all employees.
- ✓ Partnership with Community Corporate to build refugee-focused training and recruitment programs.
- ✓ Strengthened supplier contracts, requiring suppliers to comply with all applicable laws relating to modern slavery practices.

These initiatives will be discussed in further detail in the Company's Modern Slavery Statement for 2021.

Assessing Effectiveness

Marley Spoon Australia is working to better understand the effects and efficacy of its actions to address modern slavery risks. We collect information and monitor the performance of the Company's various initiatives in the following ways:

- ✓ Tracking the results of our internal and external audits, and comparing these across time periods.
- ✓ Tracking the extent to which suppliers have encountered modern slavery-related issues.
- ✓ Number and nature of issues raised through the whistleblower process and other grievance mechanisms.
- ✓ Percentage of team members who have received modern slavery training.
- ✓ Percentage of contracts requiring counterparties to comply with all applicable laws relating to modern slavery practices.

Responding to COVID-19

The challenge of navigating the era of COVID-19 has affected everyone. As a result, our approach to the pandemic has included, and must continue to include, everyone – employees, customers and other stakeholders alike. That's why both our Quality & Safety and Sustainability teams include experts in the fields of food science, occupational health and safety and environmental engineering.

Throughout 2020, Marley Spoon Australia adopted several measures to protect the health and wellbeing of our employees, including:

1. Working from home when possible for all office roles (including fulfilment centre offices).
2. Temperature monitoring for all persons (including suppliers) entering our buildings.
3. Daily health questionnaires for all persons (including suppliers) entering our buildings.
4. Employees who reported symptoms (even if mild) were requested to go home and only return when they had received a negative COVID-19 test.
5. In July 2020, in the midst of the pandemic, our Melbourne facility was temporarily closed due to a small incidence of positive cases. All production volume was temporarily moved to our Sydney facility. Whilst our team members from Melbourne were in a mandated quarantine, Marley Spoon Australia provided financial support to those who were not receiving support from the government as well as Employee Assistance Program support for members and their families. Additional recognition was given to team members who went above and beyond during this temporary switch of production capacity.
6. In order to provide transparency and support to our employees, our CEO, Rolf Weber, carried out several Q&A sessions with the team members at the fulfilment centres.

For the employees that were asked to work from home when possible, Marley Spoon Australia conducted ergonomic assessments in order to minimize any health and safety risks our team members were facing at home. Team leads approached each team member's situation on a case-by-case basis to ensure tailored and appropriate measures were in place.

For fulfilment centre-based employees who were required to take time off work, Marley Spoon Australia supported 50% of their weekly wage where they were not eligible for funding from government programs. This included not only when the employee had tested positive, but also when an employee was considered a 'close contact', or even

just reported a mild cough. We have also introduced free monthly Marley Spoon food benefits for new employees.

Marley Spoon Australia is proud of the way it has navigated the challenge of COVID-19 so far, and will continue to monitor the situation closely and take precautions to safeguard the health of all stakeholders. The response has at times demanded the utilisation of considerable organisational resources; we look forward to implementing other key business initiatives, including those related to modern slavery, in 2021.

Moving Forward

Modern slavery has no place in Marley Spoon's business or extended supply chains, or indeed in the broader business community. We welcome Australia's modern slavery reporting initiative, which we believe will play an important role in risk reduction. We are committed to a continuous improvement approach to ensure that we are not directly or indirectly acquiescing in unacceptable labour practices, and are introducing new, target initiatives in 2021.

Assessing and addressing the risks of modern slavery is one aspect of the Marley Spoon Group's holistic approach to operating a sustainable business that benefits our stakeholders and the broader community. For further information relating to governance generally or the Group's approach to discharging its environmental, social and governance responsibilities, our latest Group Corporate Governance Statement and our Sustainability Report can be viewed online at:

<https://ir.marleyspoon.com/investor-centre/>.

