

Modern Slavery Statement 2023

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1. Introduction

The Modern Slavery Statement is made on behalf of the following reporting entities:

Just Eat (Acquisitions) Pty Limited ACN 605 645 547

Menulog Group Limited - ACN 603840820

Menulog Pty Limited - ACN 120943615

Throughout this statement, we refer to these entities, collectively, as “Menulog”. References in this statement to “we”, “us”, “our” are references to Just Eat Takeaway.com and the entities we own or control.

This statement is submitted on behalf of the above reporting entities pursuant to the Modern Slavery Act 2018 (Cth) for the period 1 January 2023 to 31 December 2023.

We take the issue of modern slavery extremely seriously. We will not tolerate modern slavery in any form within our business or our supply chains. We truly believe that valuing and caring for human rights is not only critical to the sustainable operation of our business but also contributes to the recognition of such rights whilst also being a force for good.

2. Our Business

Menulog, as part of the Just Eat Takeaway.com group of companies, operates a hybrid marketplace for online food delivery - combining our marketplace offering with our courier delivery service. We provide proprietary technology to offer a quick and efficient digital ordering service to connect millions of customers with our restaurant partners in Australia and in other countries around the world.

Menulog is not a food producer or retailer. The partners on our platform are independent from Menulog and the vast majority are small, independent restaurants or small chains although we also work with national and international branded groups.

Our customer base is broad and comes from all walks of life, ordering takeaway at home, in the office or with friends, whenever or wherever they are.

3. Our Company Structure

Menulog is a proud part of the global Just Eat Takeaway.com network, a leading global online delivery marketplace, headquartered in Amsterdam. With over 692,000 connected partners worldwide, Just Eat Takeaway.com offers consumers a wide variety of choices.

Just Eat Takeaway.com has rapidly grown to become a leading online delivery marketplace with operations in the United States, the United Kingdom, Germany, the Netherlands, Canada, Australia, Austria, Belgium, Bulgaria, Denmark, France, Ireland, Israel, Italy, Luxembourg, New Zealand, Poland, Slovakia, Spain and Switzerland.

Menulog Pty Limited is a wholly owned direct subsidiary of Menulog Group Limited. Just Eat (Acquisitions) Pty Limited are wholly owned direct subsidiaries of Just Eat (Acquisitions) Holding Limited. Just Eat Holding Limited is a wholly owned direct subsidiary of Just Eat Limited. Just Eat Limited is wholly owned by Just Eat Takeaway.com N.V., a company domiciled and registered in the Netherlands. Just Eat Takeaway.com N.V. is listed on Euronext Amsterdam and the London Stock Exchange.

4. Our Operations

Menulog continues to operate from our Head Office in Tower 3, Level 34, International Towers Sydney, 300 Barangaroo Ave Sydney NSW 2000, with large local teams spanning marketing, sales, operations, human resources, finance, analytics, product and technology. Menulog also has teams across Australia, as well as onground teams across both countries.

Menulog employs 250 people across Australia. Our HR teams managed the hiring and contracting of staff as well as taking responsibility for their well-being wherever they were working. Where we engaged agency workers and independent contractors, they were partially for the provision of skilled, semi-skilled or professional services, such as in our Technology

function. Other agency workers and independent contractors were engaged across our delivery networks, for the provision of lower skilled delivery services.

In Australia, Menulog uses delivery to complement our marketplace model, enabling us to give customers the widest possible choice. Since 2021 we have seen huge growth in our delivery operations and it now forms a core part of our wider business. We utilise three different delivery models across the group:

- Self delivery - Just Eat Takeaway.com is predominantly a marketplace, which means in the majority of cases, the couriers who deliver customers' order to the door are engaged or employed by independent partners
- Scoober - Agency worker model - Couriers are on assignment to Just Eat Takeaway.com through an agency model
- Independent couriers - Self-employed independent contractors engaged directly by Just Eat Takeaway.com group company

In Australia, Menulog uses a variety of delivery models, including the self delivery and independent courier models deployed. Additionally, Menulog employs approximately 20 couriers, who operate in the central business district of Sydney.

Menulog also has sponsorships in place with South Sydney Rabbitohs football club. We also have a partnership with OzHarvest - Australia's leading food rescue organisation, and The National Indigenous Culinary Institute, which offers elite training and experience for aspiring indigenous Chefs who will be trained and mentored by Australia's top Chefs at host restaurants.

5. Our Supply Chain

Menulog primarily has suppliers in Australia, however we also engage with suppliers in the US, UK, The Netherlands, and some of these suppliers manufacture in China and Bangladesh.

Menulog procures services to support its business needs, such as software, advertising, marketing, call centre services in Sydney and the Philippines, payment services, restaurant order pads, office real estate, paper bags for restaurants, telecom and technology services.

In 2023, Menulog used fewer than 180 suppliers - with less than 15 'core' suppliers who we prefer to do business with, however with no commitment to do business with. These regular suppliers are spread across industries such as IT software service, media and advertising, call centre services, payment and auditing services, IT hardware and mobile services for restaurant partners, merchandise and protective clothing for couriers, packaging for restaurants' use, and rent for offices, and warehousing and logistics across Australia. Our small number of regular suppliers in the tech and textile space engage with their suppliers in China, the US, the Philippines, Bangladesh and locally in Australia.

6. Our Governance and Policies

Morten Belling, the Australia & New Zealand Managing Director as at YE 31 December 2023 was responsible for day-to-day leadership of Australian and New Zealand operations. As Menulog is part of the wider Just Eat Takeaway.com Group, the Management Board and Supervisory Board were ultimately responsible for Menulog throughout 2023.

To support our modern slavery commitments, we had a Code of Conduct which set out the ethical standards we expected of our staff and suppliers to meet and underlined our commitment to acting ethically and with integrity in all our business relationships. All company policies were made available to our people on the Kitchen (Just Eat Takeaway.com's internal communication site). The Code of Conduct is also available for our partners and suppliers on the corporate website - www.justeattakeaway.com

In order to reinforce its commitment to prevent conduct that may foster modern slavery, Just Eat Takeaway.com has included in its Code of Conduct specific references to the organisation's zero tolerance to modern slavery, not only among its employees, but also in its supply chain. Also, Just Eat Takeaway.com encourages every employee and all suppliers, through its Code of Conduct, to report any misconduct including any form of modern slavery.

7. Our Speak Up Culture

Your voice matters - Speak Up! This is our motto and we encourage our employees and third parties to Speak Up about any (suspected) wrongdoing or anything unethical or simply not aligned with our Code of Conduct.

We maintain an independent third-party, multilingual Speak Up hotline that operates 24/7, 365 days a year, where anyone, whether it's an employee, an independent contractor, a supplier, a Restaurant, Grocery or Convenience Partner, a shareholder, a customer, or a relative of any of the above, can raise a concern or report a (suspected) wrongdoing. Any report can be made anonymously. Cases raised through the hotline went directly to the Ethics & Compliance team. The team was responsible for reviewing each case received via the hotline and assigning an appropriate investigator (where the issue was not investigated by the Ethics & Compliance team themselves). Just Eat Takeaway.com publicises the Speak Up hotline through Code of its Conduct and Speak Up Policy. The Policy and the hotline link is available via intranet, the corporate website and on all the platform websites. Three reports relating to allegations of modern slavery or other human rights violations were received via the Speak Up hotline in The United Kingdom in 2023. The reports were handled by local teams and the local authorities.

8. Risks of Modern Slavery Practices in the Operations and Supply Chains

Menulog takes the potential for modern slavery risks within our business very seriously.

We carry out human rights' risk assessment of Just Eat Takeaway.com's supply chain based on the geography where a good or service is physically produced in, and evaluate the geography's modern slavery risk using a scoring mechanism for the likelihood of modern slavery in each country of production. This is important as most of our direct (tier 1) suppliers outsource the manufacture of goods to another third party, so assessing our tier 1 supplier would not be sufficient.

We concluded that goods produced for Just Eat Takeaway.com in countries such as China and Bangladesh represent the highest risk of modern slavery to JET's supply chain.

The human rights assessments enable us to understand the end manufacturing location of the goods and services that Just Eat Takeaway.com source. We categorise high risk geographies using a scale of likelihood of modern slavery risk in that country and region, and similarly,

categorise industry risk where there is a higher degree of labour intensive production and low skilled labour.

Scores for the 2 assessments listed above were combined and a final score reflecting the modern slavery risk of that supplier was allocated and subsequent risk criticality ratings were applied.

Accordingly, we found that factory-based manufacturing of IT hardware, and courier equipment like textiles, which are also produced in the high-risk geographies, are the categories with greatest risk of modern slavery to Just Eat Takeaway.com and Menulog.

We had, and continue to have a zero tolerance approach to the imposition of any financial burdens, as outlined in our Code of Conduct, such as withholding wages or imposing recruitment fees, within our business and supply chains. In the event that allegations of this nature are brought to our attention, we would take swift and appropriate steps to investigate and address this.

9. Actions Taken to Address Modern Slavery Risks

Beginning in 2023, our mitigation plan with the identified high-risk suppliers has consisted of growing our mandatory desk-based sustainability (social) audits to determine if our suppliers have suitable labour and human rights policies and practices. Currently 60% of very high-high risk modern slavery suppliers have undergone EcoVadis or BCorp assessment. This has been combined with the launch of on-site audits to be carried out by a third party auditor that addresses a range of social and health & safety issues within the factory to help ensure workers in our value chain are protected.

Just Eat Takeaway.com chose an independent third-party audit partner to carry out the on-site social and health and safety audits on our behalf. The audit partner was chosen through a diligent vetting process which required them to share their own practices that mitigate against bribery & corruption and help ensure integrity in the auditing process.

We have now completed audits of our current highest risk category factories (restaurant order pads and courier equipment) and are now working with the factories and independent auditor to remedy the non-conformances found. We are now aiming to begin the process with our next highest risk categories (e.g Sponsorships and employer brand goods). We plan to re audit factories on an annual basis.

Given that many products we source are produced in China where Uyghur forced labour exists, we have also added a Modern Slavery Clause to our Goods' contract template that prevents suppliers from operating, or trading with any third party that operates in regions that are subject to modern slavery bans, such as the Xinjiang region of China.

Procurement managed suppliers are taken through a Just Eat Takeaway.com Group approved process. At supplier selection, this step includes engagement with Information Security, Data Protection, and Ethics, with mandatory risk-related questions. Sourcing governance and sustainability criteria make up a significant weighting using our scorecard when aligning vendor selection. Menulog holds contracts that can be either short term, longer terms of 36 months, or evergreen.

10. Assessing the Effectiveness of Actions Being Taken to Assess and Address Modern Slavery Risks

Having now carried out on-site audits at these highest risk factories, we have a baseline to measure against and through annual re-auditing, expect to see our factories improve their scores each year.

Factories must also complete the Corrective Action Plans with the independent auditor and if a factory has failed, they must additionally undergo a follow up re-audit to be eligible for further Just Eat Takeaway.com orders.

Out of 28 factories that have completed the human rights social and health and safety audit, 8 factories have failed to meet our high standards. 3 factories have failed for serious non-conformances in the child and forced labour topic. As above, all factories that fail the audit, must complete the corrective action plan with the auditor, then undergo and pass a re audit. Only after these two points have been met, will Just Eat Takeaway.com re-order from the factory.

11. Consultation

Relevant business units of Menulog and Just Eat Takeaway.com have been consulted for the preparation of this statement. Menulog undertook regular consultation and shared learnings internally with representatives of the various teams across Just Eat Takeaway.com.

12. Modern Slavery Statement Approval

This statement was approved and signed by Morten Belling and Jon Vella as the principal governing body of each of the reporting entities on the 1st of July 2024.



Morten Belling
Director
Senior Director Country Management AU/NZ



Jon Vella
Director
Finance Director AU/NZ