

MODERN SLAVERY STATEMENT

Financial Year 2025

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) and sets out the approach of AB Food Holdings Pty Ltd (ABFH) to identifying, assessing and addressing modern slavery risks within its operations and supply chains.

This Statement applies to AB Food Holdings Pty Ltd and its wholly owned and controlled entities (ABF Group) for the reporting period 1 July 2024 to 30 June 2025. AB Food Holdings Pty Ltd was incorporated during the financial year, and this Statement represents its first Modern Slavery Statement.

1. Reporting Entity

AB Food Holdings Pty Ltd is a privately owned Australian food manufacturing holding company overseeing food manufacturing operations in Perth, Sydney and Brisbane. The group supplies a range of food products including fresh and cooked sausages, burgers, sausage rolls, ham and bacon products to major Australian supermarket customers.

2. Structure, Operations and Supply Chains

AB Food Holdings Pty Ltd oversees manufacturing and distribution activities conducted across Australian based production facilities. The group employees approximately 500 employees and engages contractors and third-party logistics providers.

Raw materials and packaging are sourced from a broad supplier base comprising both Australian and international suppliers. Key supply categories include meat protein, ingredients, packaging materials, cartons, trays and films.

3. Modern Slavery Risks

AB Food Holdings Pty Ltd recognises that modern slavery risks may arise within direct operations and across supply chains. Operations based in Australia are subject to strong workplace, industrial relations and regulatory frameworks, which lowers inherent risk. However, certain suppliers, particularly those operating in higher-risk geographies or industries, may present elevated modern slavery risks.

4. Actions to Assess and Address Risks

As a newly incorporated holding entity, AB Food Holdings Pty Ltd is establishing a structured approach to assessing and addressing modern slavery risks.

ABF Group has recently appointed a General Manager HR to ensure employment compliance, a Chief Financial Officer (CFO) to oversee financial reporting and a General Manager Supply Chain to

oversee supplier engagement. These appointments reinforce ABF Group's ability to manage modern slavery risks.

ABF Group remains subject to regular external audits through SMETA (SEDEX Members Ethical Trade Audit), which assesses operations against labour standards, health and safety and business ethics.

ABF Group also has pre-existing formal policies in place that promote ethically and legally compliant business conduct. These policies, which mitigate the risk of human rights violations that support modern forms of slavery, include the following:

- Ethical Employment Policy
- Employee Code of Conduct
- Equal Employment Opportunity, Harassment and Workplace Bullying Policy
- Whistle Blower Policy
- Grievance & Dispute Standard/Policy

These policies are included in the employee handbook and formed in the on-boarding process of newly hired employees.

5. Assessing the Effectiveness of Actions

AB Food Holdings Pty Ltd is in the process of establishing baseline processes to assess effectiveness. Existing steps taken to monitor the effectiveness of actions includes:

- Investigating any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices.
- Having our policies, procedures, and practices subject to external ethical auditing. ABFH is subject to SMETA (SEDEX Members Ethical Trade Audit) auditing, which assesses our operations against Labour, Health & Safety, Sourcing, Environment and Business Ethics standards.
- Remediation and management reporting of breaches identified by internal/external audit programs or Whistle-blower sources.
- Engagement with stakeholders on modern slavery issues or concerns, including supply chain team members, suppliers, third-party auditors, and customers.
- Periodic corporate social responsibility risk assessment of our supplier base.

6. Consultation

AB Food Holdings Pty Ltd intends to consult with relevant controlled entities and key internal stakeholders, including procurement, human resources and operational leadership, to support the development and implementation of its modern slavery risk management approach.

7. Other Relevant Information

AB Food Holdings Pty Ltd is committed to continuous improvement in identifying and addressing modern slavery risks. Key focus areas include:

- Reviewing existing policies, practices, governance and accountability for addressing modern slavery risks.
- Implementing a Supplier Code of Conduct
- Enhancing supplier risk assessment and assurance processes
- Embedding modern slavery clauses into supplier contracts
- Providing awareness and training for relevant team members
- Regularly reviewing and updating governance frameworks and policies to ensure they remain effective and relevant in addressing modern slavery risks

Remediation

Where a credible modern slavery concern is identified, AB Food Holdings Pty Ltd intends to work collaboratively with relevant stakeholders, including suppliers and authorities, to support appropriate remediation and corrective action.

Approval

This Statement was approved by the Board of AB Food Holdings Pty Ltd on 24/12/2025 in accordance with section 13 of the Modern Slavery Act 2018 (Cth).

Signed for and on behalf of the Board:



William Middleton

Director

AB Food Holdings Pty Ltd