



Monde Nissin Australia



2025

Modern Slavery Statement

Statement for the reporting entity, Monde Nissin Australia (ABN: 25 169 518 325), an Australian private company. The company is registered at Level 3 / 6 Nexus Crt, Mulgrave VIC, Australia. This Statement has been published in accordance with the Modern Slavery Act 2018 (Cth). It identifies the steps Monde Nissin Australia undertook during year ending 30 December 2025.

Contents:

1. CEO Message
 2. Company Introduction
 3. Company Structure, Operations and Supply Chain
 4. Governance
 5. Modern Slavery Risk Assessment
 6. Actions taken to Control Risks Identified
 7. Assessment of Effectiveness
 8. Consultation
 9. Future Planning
- Appendix - Compliance with the Act
-

CEO MESSAGE

At Monde Nissin Australia (MNA), we remain committed to conducting our business with integrity, transparency and respect for human rights. Our purpose –Simply Good for People and Planet–continues to guide how we operate across our business and supply chain.

During FY2025, we navigated a period of significant organisational change while continuing to strengthen our human rights and modern slavery program. While much of our focus was on our internal structures and respect for our people, we continue to make targeted improvements to workforce governance, supplier engagement, and audit assurance activities, particularly through enhanced systems, policy reinforcement and independent verification processes.

We recognise that the risk of modern slavery remains present across global supply chains. Addressing these risks requires ongoing vigilance, improved visibility, and collaboration with our suppliers and partners. While we have made meaningful progress in 2025, we acknowledge there is more to do now that we have changed our supplier network and internal supply chain.

This statement reflects the steps we have taken during FY2025 to identify and address modern slavery risks in our operations and supply chain. It has been approved by the Board of Directors of Monde Nissin Australia.



Hadrianus Setiawan
Chief Executive Officer
Monde Nissin Australia

Company Introduction

Monde Nissin Australia (MNA) sources, manufactures, stores and distributes some of Australia's most loved brands, including Nudie, Black Swan, Wattle Valley, Peckish and Quorn. We understand the importance of corporate social responsibility and human rights and work together to ensure our vision of:

'Simply Good for People and Planet'

Is reflected in activities we undertake as well as across our operations and supply chain.

Our company values reflect our belief in the rights of all individuals to have fair and just working conditions:

Care; Teamwork; Excellence; Fun



Care

We are passionate about the work we do, and act with integrity and honesty. We value and support each other with empathy and genuine respect, creating a workplace that is mentally and physically safe.



Teamwork

We respect and acknowledge all team members ideas and always have each others backs. We communicate openly, aligned to achieve our common goals, celebrating wins along the way.



Excellence

We plan for success through considered and balanced decision making. We operate with discipline, attention to detail and agility and have the courage to speak up to understand the WHY.



Fun

We recognise each others wins, big or small and celebrate with our colleagues. We have a laugh and don't take ourselves too seriously or worry about things we can't control.

Monde Nissin Structure

Monde Nissin Australia Pty Ltd (ABN 25 169 518 325) is an Australian Private Company that has been operating since 2014 following the purchase and amalgamation of three individual business; Black Swan, Nudie Foods and Menora.

The following business units make up Monde Nissin Australia:

- Black Swan
- Nudie Foods
- Menora (ceased operation October 31st 2025)

Our workforce changed in 2025 with the closure of Menora and two associated warehouse sites so at the end of 2025 we currently employ 230 individuals across VIC and NSW.

Our business units are supported by a shared service departments that includes the functions of finance, information technology, procurement, people & culture and business excellence (safety, quality and sustainability), and supply chain and logistics.

Our consumer brands are:



nudie®



Peckish™
—AIR BAKED LAYERS—



Quorn™



ESTD SOUTH MELBOURNE
- 1985 -
BLACKSWAN™



wattle
valley
FOODSTORE

Operations & Supply Chain

OPERATIONS

Monde Nissin Australia core operations consist of procurement of both raw materials and retail food products, food processing and production, food storage and distribution. Currently our retail products are distributed domestically and into 15 international markets.

Monde Nissin Australia

Head Office:

- Mulgrave VIC

Production Sites

- Clayton South, VIC – Black Swan
- Eastgardens, NSW – Nudie

Warehousing and Distribution Sites

- Smithfield, NSW
- Perth Airport, WA (closed)
- Noble Park, VIC (closed)

SUPPLY CHAIN

The Monde Nissin Supply Chain includes the procurement of raw materials, finished products and services.

We source a wide range of raw materials, the majority of which are procured from domestic suppliers. These include:

- Fruit Juices
- Fruit, nuts, vegetables and spices
- Dairy product, including Australian Cream Cheese and Milk Powders
- Primary and Secondary packaging materials

We also procure finished retail product from both domestic and international (East and South East Asia; UK and European Union) suppliers, including:

- Rice Crackers
- Meat Replacement Products
- Seafood products
- Dairy products, including butter, cheese and dairy based deserts (ceased Oct 31st)
- Condiments, including tea, mustards, sauces and jams (ceased in Oct 31st)

The services we procure are mainly domestic and include for example:

- Domestic and International logistics and transport services
- Laboratory testing services
- Cleaning services
- Professional service consultants, such as legal services and marketing specialists
- Trades, engineering and maintenance services

For all materials and services sourced, our procurement team, in consultation with subject matter experts within the business, ensure safe, quality and continuous supply from reputable companies.

Governance

FAIR: Human Rights and Modern Slavery working group

MNA's FAIR: Human Rights and Modern Slavery Working Group continues to oversee our program. The group meets quarterly and includes representatives from:

- People & Culture
- Procurement
- Business Excellence

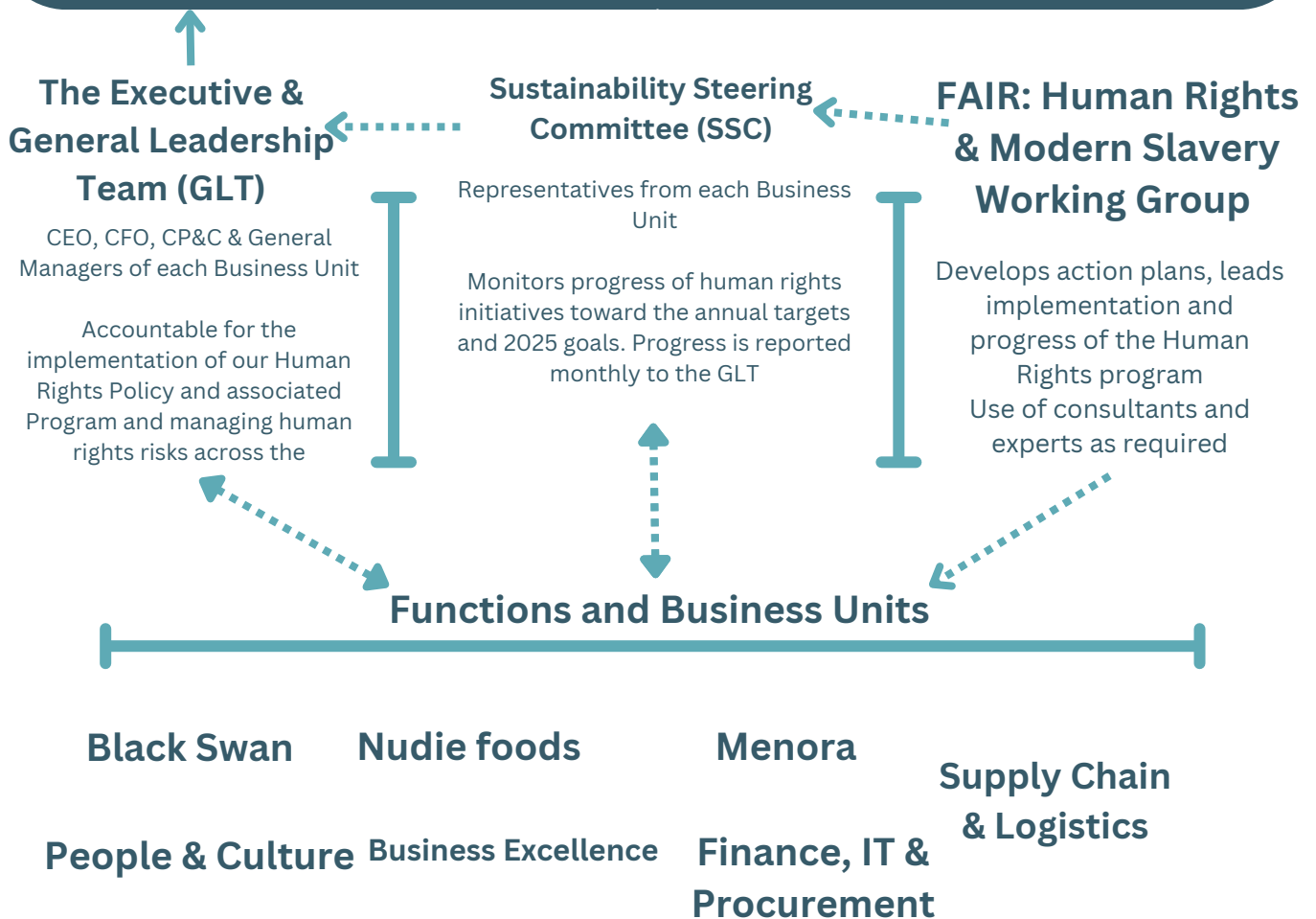
In 2025, the working group structure remained effective despite leadership changes, including the consolidation of quality assurance responsibilities into the Head of Business Excellence role.

The group is responsible for:

- Monitoring risk and action plans
- Tracking progress against annual priorities
- Supporting internal capability development
- Reporting to the Sustainability Steering Committee and leadership

Monde Nissin Australia Board

Responsible for reviewing, appraising and approving the Sustainability Strategy (2022 -2025), which includes human rights and our annual Modern Slavery Statement and policy



Modern slavery risk assessment

There were no material changes to core risk categories in FY2025, with risk remaining concentrated in:

Supply Chain Risks

- Limited visibility of tier 2 and tier 3 suppliers
- Labour conditions in agricultural and primary production
- Labour practices in packaging and manufacturing inputs
- Risks associated with overseas sourcing

Operational Risks

- Labour hire arrangements and potential visa or working rights issues
- Contractor workforce engagement

Consistent with FY2024, higher inherent modern slavery risks remain in the following core categories:

- Agricultural inputs and raw material sourcing
- Packaging supply chains
- Labour-intensive service providers
- International suppliers with lower visibility

Key Supply Chain Risks



Labour practices in manufacturing providers, directly contracted and subcontracted services, such as labour hire, security, transport and logistics, and packaging



Labour conditions, in agricultural and primary production. These are tier 2 and 3 suppliers



Labour conditions and child labour in the overseas supply chain of materials such as finished goods, paper and plastic.

Actions Taken to Control Identified Risks

During FY2025, MNA continued to embed and strengthen actions initiated in prior years, with a focus on systems, audit assurance, and supplier engagement.

Workforce Governance and Controls

Key improvements implemented in FY2025 include:

- **Enhanced recruitment and onboarding controls:** Implementation of a system-based reference and working rights check process, including verification of identity and age documentation
- **Payroll system implementation:** New payroll system introduced to improve accuracy, transparency, and compliance
- **Employment contract review:** Review and remediation of legacy employee contracts, including long-tenured employees
- **Labour hire supplier consolidation:** reduction in number of labour hire suppliers to improve oversight and consistency

These actions strengthen controls around wage integrity, worker documentation, and employment conditions.

Independent Audits and Verification

We completed an independent SMETA (Sedex Members Ethical Trade Audit) audit at our Clayton site. All issues were identified and addressed to closure. SMETA 4 Pillar audits provide independent validation of labour practices across areas such as:

- Health and safety
- Labour standards
- Ethics and business integrity
- Environmental practices

SMETA audits were also completed within our supplier network. With key suppliers the outstanding actions were followed up on a monthly basis to ensure progress on identified issues and independent third party verification of completion.

Industrial Relations and Workforce Transition

- Successful enterprise bargaining agreement outcomes approved without undertakings
- Managed closure of the Menora business unit including offboarding of employees completed with no grievances or claims raised

These outcomes demonstrate our fair and transparent employment practices.

Actions Taken to Control Identified Risks

GOVERNANCE SYSTEMS

Our governance framework establishes clear expectations for all employees and provides structured pathways to raise and address issues. In FY24 we reviewed and relaunched (Q4) our core policies. Promotion of the re-launched policies continued into Q1 2025 led by our People & Culture team to ensure our people were aware of them and how they were supported in the workplace.

Policy / Resource	Purpose
Human Rights Policy	Communicates our commitment to the fundamental human rights of people within our operations and supply chain. Aligns to the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
Work Health Safety Policy	Outlines our commitment to the physical, psychological safety and health of our team members, contractors, visitors and other that may be impacted by our business operations
Anti Discrimination, Harassment & Bullying Policy	Outlines our commitment to value and respect the unique contributions of people with diverse backgrounds, and a zero tolerance of bullying and harassment behaviours.
Code of Conduct	Communicates how we expect team members to behave towards each other, in business dealings and the broader community. References details of our Integrity Hotline Policy.
Diversity, Equality & Inclusion Policy	Outlines our commitment to creating a workplace culture that systematically supports diversity, equality and inclusive practices throughout an employee lifecycle and at all levels of the business. Provides greater detail and clarity on the requirements in the Code of Conduct and supports our Values
Anti-bribery and Corruption Policy	Communicates our expectations and operational processes to ensure that our business practices, decisions and relationships are free from bribery and corruption. Provides greater detail and clarity on the requirements in the Code of Conduct
Supplier Code of Conduct	Articulates the expectations for our suppliers in relation to human rights, child labour and modern slavery, anti-bribery and corruption
Integrity Hotline Policy	Details the grievance mechanisms available to workers including an independent and anonymous reporting channel for team members (including contractors) to raise serious matters they don't feel comfortable raising through other channels, including breaches of the law and/or conduct that breaches our Code of Conduct, Policies or other forms of unacceptable behaviours

Direct

Communicating our human rights expectations

Monde Nissin Australia (MNA) remains committed to clearly communicating its expectations in relation to human rights and modern slavery across both its operations and supply chain. In FY2025, we continued to strengthen how these expectations are embedded, understood and applied in practice. This was also independently tested through the SMETA audit.

We achieve this by:

- ETI Base Code infographic is in our general induction program for employees, labour hire and contractors
- Displaying posters and contact information for our Integrity Hotline, which provides a confidential avenue for raising concerns or grievances.
- People & Culture intranet policy page for employees to access all policies
- A Human Rights and Modern Slavery intranet page to provide further education on modern slavery

Our policy commitments are supported by our People & Culture team and Business Excellence team, that provide specialised advice to team members on human resources, and sustainability and safety matters, respectively.

Our procurement and quality assurance team completed a SEDEX familiarisation briefing to ensure they could access and use the insights from the platform.

Supply Chain and Network

MNA communicates its human rights expectations to suppliers through:

- Our Human Rights policy
- The Supplier Code of Conduct, which outlines minimum standards relating to labour conditions, ethical practices and legal compliance
- Agile market engagement and tender processes
- Contractual arrangements and onboarding processes
- Direct engagement led by Procurement

In 2025 we continued to use our contractor management platform as a key communication channel for our Human Rights expectations for companies performing works at our sites (trades, professional services and the like). Contracting companies have a representative acknowledge our Human Rights Policy and commit to its requirements. While the contractor induction for the individual worker, communicates our Human Rights Policy, Integrity hotline and the ETI infographic to ensure it can be understood regardless of literacy or language barriers.

Assessment of Effectiveness of Control Measures

We assess and monitor the effectiveness through a combination of quantitative and qualitative indicators.

Area of Action	Measures of effectiveness FY 25
Policy and governance	<ul style="list-style-type: none">• Q1 2025 core policy promotion across MNA. Incentived activities over a 6 week period to drive employee engagement and understanding of the policy• New payroll system implemented June 2025
Mitigation of modern slavery risk	<ul style="list-style-type: none">• 91% (137) of onsite contractor companies have completed the Human Rights Policy and Supplier Code of Conduct (increase from 78% (97) in FY24)• SMETA 4 Pillar audit conducted at Clayton site. All findings closed within set timeframes.• Updated nudie EBA ratified• Labour Hire supplier review meetings conducted for due diligence on labour and pay conditions
Remediate	Worked with key supplier to track and ensure they address SMETA audit findings at 2 separate sites

Consultation

In preparing this Statement, the Modern Slavery working group consulted across the MNA business, to inform and contribute to its content. In 2025 the working group met quarterly to monitor the progress of our FAIR: Human Rights and Modern Slavery program, identify additional opportunities, and review our progress against the risk control plans that underpin this Statement.

The General Leadership Team, which heads group-wide functions, conducted the final review before obtaining approval from the CEO and the Board.

Future Focus 2026

Our FAIR working group will continue to build on the modern slavery risk mitigation and monitor activities occurring across the business. With the closure of the Menora business unit late in 2025, this has significantly changed our supplier network and therefore focus will be on understanding the impacts of this change including on modern slavery risks.

Key priorities for 2026 include:

- Reviewing working group structure following organisational changes
- Reviewing supplier risk assessment framework and supplier categorisation, including removal of previous suppliers
- Reviewing supplier coverage and utilisation of SEDEX in line with risk assessment
- Enhancing internal capability and training on modern slavery risks
- Continuing improvement in labour hire governance and supplier oversight

APPENDIX

Compliance elements for the statement

This Modern Slavery Statement was prepared in accordance with the criteria set out in the Modern Slavery Act 2018 (Cth) (Australia). The table below outlines where information related to each mandatory reporting criteria can be located within the report.

MANDATORY REPORTING CRITERIA	LOCATION IN DOCUMENT
Criteria 1. Identify the reporting entity	Section 1: CEO message
Criteria 2. Describe the structure, operations and supply chains of the reporting entity	Section 2
Criteria 3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Section 4
Criteria 4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Section 3, 5
Criteria 5. Describe how the reporting entity assess the effectiveness of such actions	Section 6
Criteria 6. Describe the process of consultation with any entities that the reporting entity owns or controls	Section 7
Criteria 7. Additional information	Section 8