

LET'S MAKE
LIFE

Delicious
KraftHeinz

Joint Modern Slavery
Statement 2023

Kraft Heinz Australia Pty Limited
H.J. Heinz Company Australia Limited
Golden Circle Limited
Cerebos (Australia) Limited
Salpak Pty Limited

Our vision is "to sustainably grow by delighting more consumers globally"

This statement summarizes the ambition of Kraft Heinz as a company in relation to helping to eliminate modern slavery and what we plan to achieve in the years ahead. Our approach emphasizes consumers as the focus of our business, and sustainability as the way in which we grow.

We are committed to responsible, sustainable practices extending to each facet of our business. The Kraft Heinz ESG strategy prioritizes the issues that matter most to our business and stakeholders, focusing on areas that have the greatest impact. It includes three key pillars: Healthy Living & Community Support, Environmental Stewardship and Responsible Sourcing.

We pursue our vision through six core values, one of which is "We do the right thing". Combating modern slavery is a fundamental aspect of doing the right thing as a company. We are aware of the risk that human beings can be enslaved and exploited in any economic value chain. We work hard to address this risk.

This is our third Modern Slavery Statement and covers our assessments and actions in 2022. During this period, we built on a solid foundation established over the two previous years:

- We conducted ethical trade audits of the majority of our Australian factories in 2021. From these audits, we assessed the risk of human slavery in our operations as low.
- We adopted and implemented a new set of Supplier Guiding Principles in 2021. These principles expand and elaborate on the human rights requirements that all our suppliers worldwide are expected to comply with.
- We undertook an independent human rights risk assessment of our supply chain and devised a due diligence program based on this risk assessment and a segmentation methodology in 2020-2021.

In 2022 we built on this foundation to further mitigate modern slavery risks in our own operations and engage more deeply with our suppliers. We recognise that the fight against modern slavery is a continuing journey. Thus, our 2022 Modern Slavery Statement reflects what we achieved over the past year and yet also details the progress we still need to make.




Simon Laroche
ANJ President



Our Commitment

From our quality controls to the relationships we have with our growers and suppliers, we are committed to responsible business practices extending to every facet of our business, and continuous evaluation to identify better and more sustainable ways to operate.

In support of our Vision, we are committed to respecting human rights in our own operations and throughout our global value chain. We believe the protection of human rights is fundamental to good business, and believe we have both the ability and responsibility to drive positive change through our global work. We are guided by internationally-recognized standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the principles set forth in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.



Human Rights Guiding Principles

Kraft Heinz adheres to the following principles, and expects the same from its suppliers and other business partners:

Bribery

We prohibit improper payments in the conduct of our business and expect full compliance with the U.S. Foreign Corrupt Practice Act, U.K. Bribery Act, Canada Corruption of Foreign Public Officials Act and all other applicable anti-corruption laws.

Abuse and Harassment

We prohibit the use of corporal punishment or other forms of physical or sexual harassment or abuse.

Work Hours, Work Week and Payment of Wages

We provide fair and equitable wages and other employment conditions in accordance with applicable local laws and/or the principles of this Policy, whichever is higher.

Freedom of Association

We recognize and respect the rights to freedom of association and collective bargaining.

Water and Sanitation

We aim to understand and, where relevant, address water access risk, respecting everyone’s right to safe, accessible and affordable water as well as to clean sanitation facilities.

Minimum Age for Employment

We prohibit the employment of anyone under the legal working age as defined by local law and/or our human rights policy, whichever is higher. We do not tolerate the use of child labour.

Recruitment of Workers

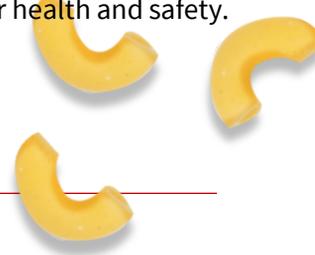
We require labour recruitment and employment procedures to be carried out in a legal, ethical manner.

Discrimination

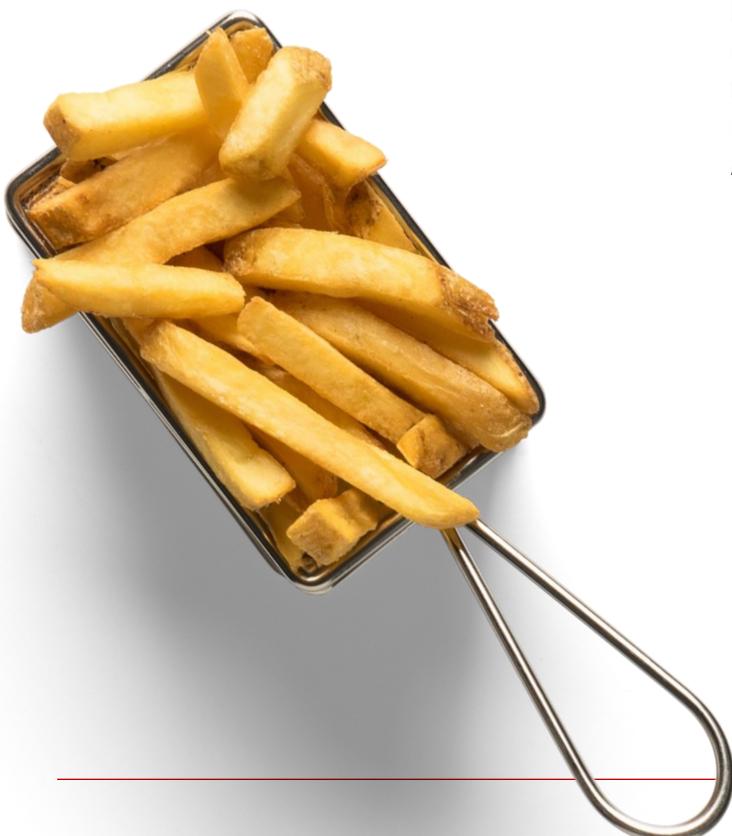
We prohibit discrimination on the basis of inequalities including race, ethnicity, sex, language, religion, political or other opinion, national or social origin, property and birth or other legally-protected status (such as sexual orientation or health status).

Health and Safety

We require working conditions in compliance with all applicable laws regarding worker health and safety.



Here are some highlights of 2022 Kraft Heinz's Human Rights Initiatives across Australia and New Zealand



- A key facilitator of our diversity, equity, and inclusion commitments are our employee-led resource groups. We currently have 3 core groups - Reconciliation Working Group for continuous indigenous reconciliation, LiveWell focused on holistic employee wellbeing and health, and GEN, a group focused on representation of female leadership and gender equality. Representation spans across various functions and levels of employees with current representation at over 25 members. The groups partner with our executive leadership team to develop plans, gather feedback and build a diverse and inclusive culture.
- We implemented a structured inclusive hiring strategy, implementing gender diversity and equal opportunity goals in our advertisements, candidate slates and interview panels.
- We took action to ensure our workplace provides an environment to protect and enhance the mental health of our employees. Over 5% of our Australian workforce is trained in Mental Health First Aid, including at least one member from each function. As a result, Kraft Heinz Australia was recognized in January 2023 as a Skilled Workplace under the Mental Health First Aid® Workplace Recognition Program.
- We continued our Reconciliation Action Plan, with many staff participating in National Reconciliation week, celebrating NAIDOC week, and incorporating First Nations culture into events such as the Golden Circle 75th Anniversary.



Accredited Workplace for Mental Health

The wellbeing of our people is top priority, which is why in 2022, we set out to become a Skilled Workplace in Mental Health First Aid.

With over 50 employees trained in this discipline, alongside rigorous support with our EAP, we were proud to receive this award in December 2022.

The work doesn't stop here as we will continue to support our employees. Thank you to all employees who have taken the time to get trained and make Kraft Heinz an inclusive place to work.

Reporting Entity and Structure

This joint Modern Slavery Statement (**Modern Slavery Statement**) has been prepared by Kraft Heinz Australia Pty Limited ACN 622 234 379 in accordance with the Modern Slavery Act 2018 (Cth) (the **Modern Slavery Act**).

This Modern Slavery Statement covers Kraft Heinz Australia Pty Limited ACN 622 234 379, the Australian subsidiary of the US-based Kraft Heinz Food Company.

This Modern Slavery Statement also covers the owned and controlled entities of Kraft Heinz Australia Pty Limited, including the following subsidiaries, which are also reporting entities under the Modern Slavery Act:

- H.J. Heinz Co Australia Limited ACN 004 200 319
- Golden Circle Limited ACN 054 355 618
- Cerebos (Australia) Ltd ACN 004 304 803
- Salpak Pty Limited ACN 004 536 636
(each, a **Reporting Entity** and together **Kraft Heinz Australia**).

This Modern Slavery Statement describes the risks of modern slavery in the operations and supply chain of Kraft Heinz Australia and its owned and controlled entities for the period from 1 January 2022 to 31 December 2022 (the **Reporting Period**), actions taken by Kraft Heinz Australia to assess and address those risks and how Kraft Heinz Australia evaluates the effectiveness of these measures.

The term ‘modern slavery’ as used in this Modern Slavery Statement takes the meaning given to it in the Modern Slavery Act.



The Process Consultations

This Modern Slavery Statement covers each Reporting Entity, following an active engagement and consultation process with the Kraft Heinz Australia Human Rights and Sustainability Steering Committee and the executive leadership team of each Reporting Entity. This process included consideration and discussion of the Modern Slavery Act's reporting requirements, information regarding the actions we intend to take to address these requirements and the provision of relevant materials and regular updates.

The Human Rights and Sustainability Steering Committee includes representatives from legal, human resources, procurement, scientific and regulatory affairs, nutrition, product development and packaging functions and is co-chaired by the Kraft Heinz Australia General Counsel and the Head of Government and External Affairs. The Human Rights and Sustainability Steering Committee reports directly to the Kraft Heinz Australia Board of Directors.

A copy of this Modern Slavery Statement was provided to each entity owned and controlled by Kraft Heinz Australia Pty Limited (including each Reporting Entity) on 23 June 2023.

This Modern Slavery Statement has been approved by the Kraft Heinz Australia Board of Directors 29 June 2023 on behalf of all Reporting Entities.



Kraft Heinz Australia Operations and Supply Chain

As a large food and beverage company, Kraft Heinz Australia's operations are predominantly directed towards supplying food and beverage products to consumers, retailers and commercial customers in Australia and overseas.

Having begun its operations in Australia in 1935, Kraft Heinz Australia has grown to employ approximately 960 people across our Australian offices and factories. At the end of 2022, Kraft Heinz Australia had 4 company-owned factories in Australia.

Factories based around Australia

The following map shows the locations where our factories are based around Australia:



Our supply chain

Our supply chain focuses on the sourcing and warehousing of ingredients and packaging required for the manufacturing of our food and beverage products and procuring other indirect goods and services that are necessary for the manufacturing process.

With a diverse portfolio of iconic and emerging brands, we aim to engage with our suppliers in a long term and stable relationship and therefore seek to do business with suppliers that share similar ethics and sustainability practices to us. We also work with external companies (co-packers) to manufacture products for Kraft Heinz Australia under our own brands.

At the end of 2022, Kraft Heinz Australia had approximately 110 packaging suppliers, 820 ingredients suppliers, including growers, 2600 indirect goods and services suppliers and 65 external manufacturers.

RISK OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAIN

Kraft Heinz Australia adopts a risk-based approach to modern slavery due diligence and has primarily focused on the human rights of our employees and contractors, along with the human rights of those employed by our suppliers and co-packers.

Our Operations

As of this Reporting Period, Kraft Heinz Australia has identified the actual risk of modern slavery in our own operations as low. This finding is based on the following initiatives and measures:

- Most of the Kraft Heinz Australia team members are employed directly by Kraft Heinz Australia and their employment contracts are governed by the relevant Australian law. Kraft Heinz Australia employs human resources and legal specialists to ensure that contractual employment arrangements for Kraft Heinz Australia are lawful and compliant with the relevant regulatory requirements. We continually review our payroll processes and systems and practices to establish best practices and ensure compliance with the *Fair Work Act 2009 (Cth)* and applicable industrial instruments.
- Kraft Heinz Australia team members have high union engagement and membership, representing 62% of the blue collar workforce.
- Kraft Heinz Australia team members are free to negotiate collectively and if required involve third parties, such as unions in such negotiations.
- We partner with reputable third-party labour providers who share our approach to Human Rights and have accepted our Supplier Guiding Principles.

Kraft Heinz Australia continues to monitor risk of modern slavery in our operations through the regular employment engagement surveys, grievances raised by our team members through the human resources team and 24 hours help line and informal discussions, reflections and insights.

Sedex Ethical Trade Audits

We are an A/B member of SEDEX, one of the world's leading ethical trade data platforms, focused on improving the monitoring of working conditions in global supply chains. We use SEDEX risk ratings, self-assessment questionnaires (SAQs) and audit methodologies to inform our ethical sourcing approach.

In 2021, we conducted SMETA (Sedex Members Ethical Trade Audit) audits at the majority of Kraft Heinz's own factory sites in Australia and New Zealand. The audits either took place in-person, or virtually as a result of evolving COVID-19 related restrictions. The facilities that were audited are involved in manufacturing of a range of different food products, including canned products, frozen vegetables, condiments and spices, and baby food. The SMETA standard is aligned with the Ethical Trading Initiative (ETI) Base Code, and covers labour standards, business ethics, health and safety and environmental practices. The audits identify no non-conformances relating to modern slavery or forced labour practices in any of our own sites during the Reporting Period. The findings of the audits highlighted good practices and areas of improvement for our facilities. We are working with our sites on implementing corrective actions in a timely manner and to ensure relevant improvement practices are in place.

Supply Chain

Kraft Heinz Australia acknowledges that there is an inherent risk of modern slavery instances in our supply chain due to the complexity and the multijurisdictional nature of our business, although we have found no direct examples of modern slavery practices in our supply chain within the Reporting Period.

During the Reporting Period, we continued to act on the outcome of the risk assessment carried out in 2020-21 together with ELEVATE, an industry leader in sustainability and supply chain services globally. This approach considered inherent sourcing risks (which considers country of origin and type of product and services sourced) and business leverage insights to determine which segments of our supply chain provide the greatest opportunity to influence change, manage risk and drive impact.

Kraft Heinz Australia assessed its top 429 suppliers to the Australian business, across all four of our divisions: packaging, ingredient, indirect services and external manufacturers (co-packers).

The risk inputs involved evaluation of the relative risks of exploitation and human rights vulnerabilities involved in producing the products and delivering services within our supply chains.

Specific risk characteristics evaluated for each supplier included:

- Workforce: relating to the nature of the work, required skills
- Product: including seasonality, production processes, costs, and value
- Business processes: involving labour recruitment issues, transparency, and complexity.

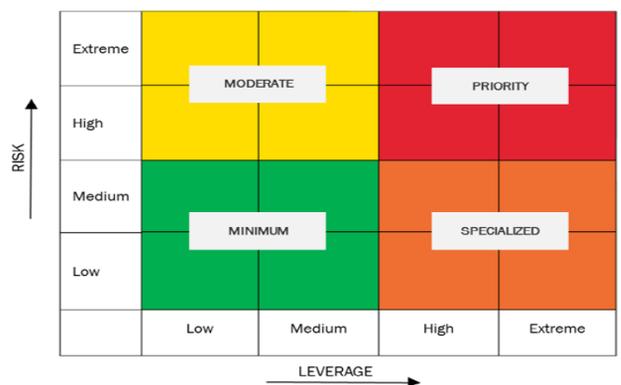
Inherent geographic and commodity risks were determined through a blend of public domain datasets (e.g. United Nations, World Bank, Global Slavery Index, ILO) and ELEVATE's country risk scores based on annual audit data to reflect working conditions and human rights non-compliances on the ground.

Ingredient sourcing is critical to the Kraft Heinz Australia business. Therefore we assessed ingredient-specific risk separately irrespective of leverage. Several ingredients and commodities that are core to our business were identified as areas of risk exposure, including tomatoes and other fresh produce, cereal and pulse products, oils and fats, seafood, seasonings and preservatives.

The leverage inputs evaluated Kraft Heinz Australia's spend, spend trends and length of the relationship with the supplier. Each supplier was then assigned a risk and leverage rating based on the methodology described. These ratings determined the supplier 'category' or 'segment' for prioritised actions.

The risk scores were coupled with Kraft Heinz Australia's leverage data and each supplier was assigned a risk/ leverage rating, which determined the supplier 'category' or 'segment' for prioritised actions.

Risk Assessment Results



The results of this risk assessment help inform and influence our plans to continually improve our due diligence and management programs to identify and tackle modern slavery risks in our supply chains.



ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISK OF MODERN SLAVERY

Over this Reporting Period, Kraft Heinz Australia has implemented further steps to assess and address modern slavery risks in our operations and supply chain. Some of these actions are described below.

Policies and compliance

We have implemented policies that apply throughout our business and are implemented through training programs. We encourage reporting of non-compliance with these policies and follow up on complaints. Alleged violations are investigated and lead to consequences where appropriate..

Global Human Right Policy

Our commitment to responsible business practices, continuous improvement, and respect for human rights is engrained within our business. This commitment is embedded within our Global Human Rights Policy which applies to both our own operations and our global supply chain. Our Policy is based on the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set forth in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

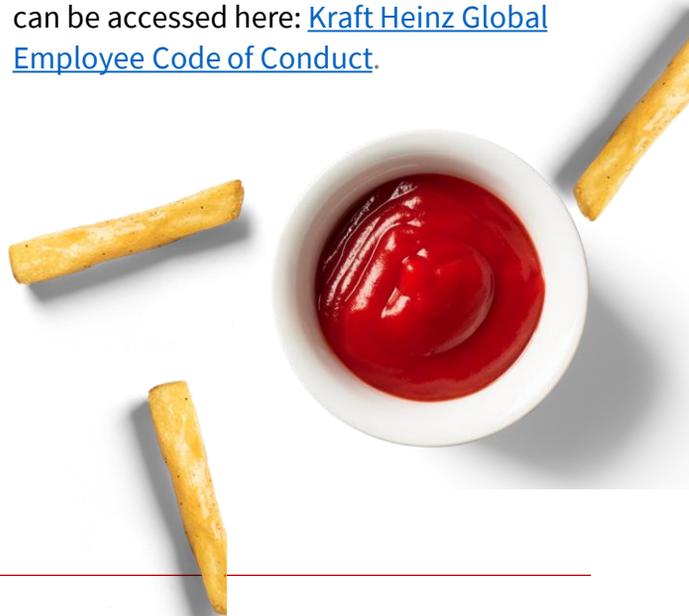
We expect our employees, suppliers, and all other business partners to adhere to the core guidelines within the policy. Specific focus is placed on the rights of vulnerable groups including foreign and migrant workers, women, children, indigenous populations, minorities, and people with disabilities.

A Global Steering Group including the Chief Procurement Officer, Chief Ethics and Compliance Officer, and Head of Corporate Social Responsibility is responsible for monitoring compliance with the policy, and day-to-day monitoring of human rights due diligence activities. Our multiple grievance channels are available for stakeholders to raise concerns and complaints confidentially and without fear of retaliation.

Kraft Heinz Global Code of Conduct

All employees, officers and directors are required to abide by the company's updated Global Code of Conduct. The Global Code of Conduct sets high standards for conducting business in a legal and ethical manner and serves as the foundation of our corporate policies and procedures. The Code has dedicated chapters on building a respectful, non-discriminatory, and safe workplace, and protecting human rights for our workers and workers in the value chain.

To ensure compliance with the Global Code of Conduct's tenets, Kraft Heinz Australia regularly provides training, communications, and guidance to our employees around the world. Further, employees are required to annually certify that they have read and will follow the Global Code of Conduct. The document is available in 14 languages and can be accessed here: [Kraft Heinz Global Employee Code of Conduct](#).



The Kraft Heinz Supplier Guiding Principles

We continue to implement our updated Supplier Guiding Principles (SGPs) with an aim to greatly increase transparency around human rights in our supply chain. The SGPs outline our requirements, standards and expectations for all our suppliers. This policy covers areas including business ethics, human rights and ethical labour practices, occupational health and safety, supplier diversity, protecting animal welfare, as well as environmental stewardship. Suppliers are required to manage their subcontractors and supply chains in a manner consistent with the SGPs.

Acceptance of the SGPs and commitment to comply with the requirements contained are part of every supplier contractual arrangement or purchase order with Kraft Heinz Australia. Where required, Suppliers' compliance with the SGPs is monitored using the Sedex Self-Assessment Questionnaire (SAQ) for our direct suppliers and the EcoVadis Desktop Sustainability Questionnaire for our indirect suppliers. Kraft Heinz Australia may also conduct additional audits in order to further investigate potential noncompliance with the SGPs, review the implementation of corrective actions, or to comply with regulator or other third party inquiries.

Suppliers are required to provide a confidential mechanism for their workers to communicate any workplace grievances, misconduct, or violations of the SGPs, or legal or ethical concerns. Suppliers are also required to protect workers reporting violations in good faith or cooperating in any investigations against retaliation.



In the event Kraft Heinz Australia becomes aware of supplier conduct that is not in accordance with the requirements of this policy, Kraft Heinz will Australia take appropriate action to investigate any reported noncompliance and discuss the findings with the supplier.

In circumstances Kraft Heinz Australia determines remediation is required, the supplier is expected to implement a corrective action plan to promptly correct the non-compliance. In the event of serious or persistent conduct in violation of the SGPs, the conduct of the Supplier will be evaluated on a case-by-case basis. Kraft Heinz Australia reserves the right to terminate any agreement or business relationship with a supplier that fails to meet any of the Mandatory Requirements contained in the SGPs.

Kraft Heinz Australia supports our suppliers with an e-training series on the SGP. The Kraft Heinz Ethics & Compliance Hotline is hosted by an independent third party and is confidential, multi-lingual, and available 24 hours a day. Reports can be made via country-specific, tollfree phone numbers or online via www.KraftHeinzEthics.com. Kraft Heinz Australia encourages suppliers to communicate the availability of the Ethics and Compliance hotline to their workers. Kraft Heinz Australia will not tolerate retaliation against any person or supplier reporting potential misconduct in good faith.

Suppliers and/or any of the suppliers' employees, contractors, or agents are also encouraged to report any potential non-compliance with the SGPs or any violation or misconduct to the Kraft Heinz Ethics & Compliance Hotline.

New actions taken during the Reporting Period

Own Operations

In 2022, Kraft Heinz Australia rolled out significant parts of the pillar Employee & Environmental Health of the Kraft Heinz Management System (KHMS). KHMS is an operating standard that supports us in achieving long lasting results on a global scale. As one of the pillars of KHMS, Employee & Environmental Health embodies standardized processes to deliver enduring results in preventing and/or eliminating operational risk incidents. The roll-out included a focus on plant and equipment risk management and 12 safety rules, supported by an internal audit system.

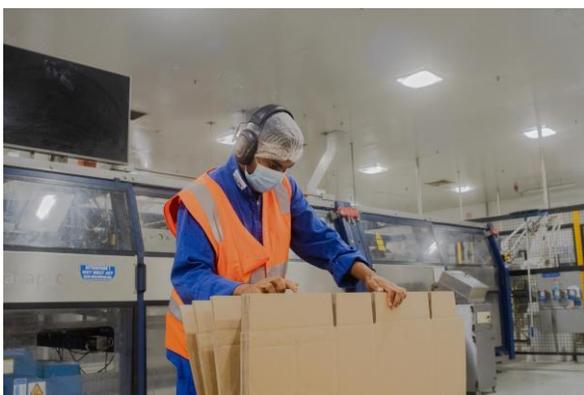
We have also commenced a process to update our SEDEX SAQs on an annual basis as a way of monitoring the policies and procedures in place at our sites to ensure workers' rights and health and safety obligations are respected.

ANZ Pilot Supplier Due Diligence Program

Following the success of our inaugural program during the 2020 reporting period and the continued partnership with ELEVATE in 2021, we worked with ELEVATE in this Reporting Period to deploy our responsible sourcing pilot program with a targeted group of 31 suppliers. The 31 suppliers were chosen by Kraft Heinz based on the outcomes of the segmentation completed by ELEVATE. They were part of the priority and moderate quadrants of the segmentation described above and were all flagged as high risk.

The suppliers were requested to provide their previously completed ethical sourcing assessments. Valid assessments included SEDEX's SMETA Reports, SEDEX's SAQ Reports and BSCI's Audit Reports.

20 suppliers provided independent audit reports (17 SMETA audit reports and 3 BSCI reports). Both SMETA and amfori BSCI are globally recognised social audit methodologies that assesses responsible business practices against ethical and labour standards, including the conventions of the International Labour Organisation.



The independent audit organisations conducting these audits did not find any situations of modern slavery, but identified a number of non-compliances with the audit standards, which may point to vulnerability of the workforce. Instances of excessive work hours and health and safety deficiencies were found at most of the audited sites. In some cases the auditors also found non-compliance with remuneration requirements, such as minimum wage, deductions from pay, payment of recruitment or other fees or failure to pay social security contributions.

In the SMETA audit process suppliers are required to correct non-compliances within agreed time limits and submit corrective actions to the auditor for verification. As of December 2022, some of the suppliers in the pilot program who had undergone SMETA audits had closed out all non-compliances, others were still in the process of implementing corrective actions. We will monitor the progress and sufficiency of corrective actions of suppliers in our due diligence pilot program through the SEDEX platform in 2023.

SMETA audits also cover whether the audited site or company requires its own suppliers to adhere to labour standards and provide effective grievance mechanisms. 15 of the 17 SMETA audit participants in the pilot program were found to be compliant with this audit requirement. While this is a positive finding, Kraft Heinz Australia intends to gain direct insights into modern slavery risks of its Tier 2 suppliers in the further development of our Modern Slavery program.

For four additional suppliers, who had not yet undertaken audits or self-assessments, Kraft Heinz Australia engaged ELEVATE to deploy Verified SAQs. The purpose of this engagement was to create a baseline assessment of the modern slavery risk of these suppliers and enable them to take steps to address these risks. ELEVATE's proprietary SAQ includes approximately 60 questions in the areas of labour, health & safety, environment, business ethics and management system. Participants complete the questionnaire, upload required documents and attend a 1-2 hour verification call with ELEVATE. The verification reports issued by ELEVATE at the end of this process identified similar issues to the SMETA audit reports obtained from other suppliers in the pilot program. We will monitor the progress and sufficiency of corrective actions of suppliers who completed the Verified SAQ in 2023 as well.

Another eight suppliers in the program provided SEDEX SAQs. These SAQs cover the same subject matters as a SMETA audit, but are not independently verified. In 2023 we will assess whether any of the participants in the pilot program who submitted SEDEX SAQs should proceed to a SMETA audit.

We will also consider follow-up for six suppliers who were intended to be part of the 2022 pilot due diligence program, but with whom we were not able to complete the process described above.



MEASURING EFFECTIVENESS OF OUR ACTIONS

Grievance Mechanisms for Employees and Stakeholders

Kraft Heinz Australia provides several ways for employees, suppliers, business partners and other stakeholders to raise concerns or complaints. This includes the reporting of potential misconduct to managers, Human Resource professionals, the Legal Department and the Ethics & Compliance team, and our confidential Ethics & Compliance Hotline. The Hotline is open to all stakeholders, including rights holders, is maintained by a third-party provider and has multilingual staff available 24 hours a day.

Reports can be made via country-specific toll-free phone numbers, or online. Kraft Heinz Australia is monitoring the effectiveness of the processes and procedures to address the modern slavery risks that our business causes, contributes to, or is directly linked to, in line with the Modern Slavery Act. As set out in further detail below, we assess the effectiveness of our actions in several ways, including through regular reporting by the Human Rights and Sustainability Steering Committee to the Kraft Heinz Australia Pty Ltd Board of Directors and ELT on the topics covered in this statement.



Ethics and Compliance Training

‘We Do the Right Thing’ is one of Kraft Heinz’s core Company Values and is something everyone is expected to follow. Kraft Heinz utilises a modular training programme for the various components of the Employee Code of Conduct. These are the training modules and attendance metrics, completed by our employees in 2022 and are focused on honesty, integrity, respect, dignity and conduct of business in an ethical and legal manner. The 2022 global results are set out below. These results also reflect the completion rate in Australia.

Dignity and Respect in the Global Workplace 91% participation rate

Kraft Heinz Global Code of Conduct 98% participation rate

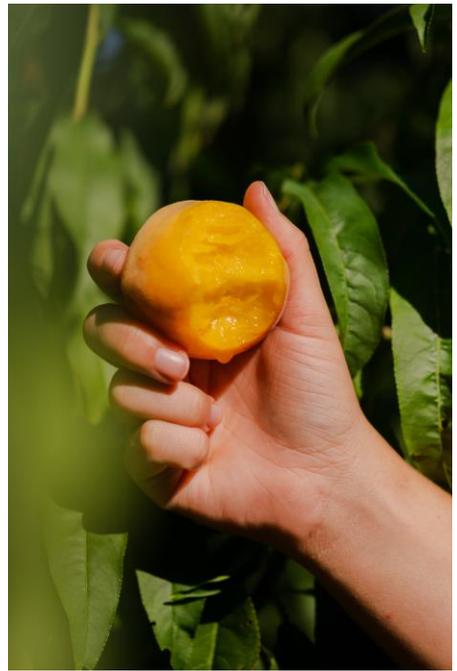
Whistleblowing: Managing Questions and Concerns 98% participation rate

Employee Engagement Survey

Our annual ‘Employee Engagement Survey’ is a key moment in our employees’ calendar and helps us measure and shape our culture for today, tomorrow, and the future. It’s part of our larger listening strategy designed to check in with our employees throughout the year and to help us continuously improve our employees’ experience. The engagement survey provides you an opportunity for team members to share their honest feedback about what it’s like to work at Kraft Heinz Australia.

The survey targets several key issues of employee engagement that research has found to be critical components of successful organizations and provides an opportunity for team members to share their honest feedback about what it’s like to work at Kraft Heinz Australia. From 2017 to 2022, we have seen a consistent engagement increase among Kraft Heinz Australia team members (64 → 76), with the response rate of 89%.

Our goal is to track our engagement levels and leverage survey results in an action plan to enhance our workplace culture and transform Kraft Heinz Australia into an even better place to work.



Complaints Investigations

We assess, monitor and investigate complaints that are raised in various forms including through our established grievance mechanisms and engagement with industry unions. These channels are frequently used to raise issues encountered in Kraft Heinz Australia’s workplaces, including some complaints about inappropriate behaviour by co-workers or managers. We therefore believe that the existing grievance mechanisms are effective in raising and addressing matters relevant to human rights and ethical labour practices in our operations.

During the Reporting Period, 9 complaints relating to inappropriate conduct at Kraft Heinz Australia sites were investigated. None of the issues raised through our grievance mechanisms during the Reporting Period related to allegations of modern slavery.

ANZ Pilot Supplier Due Diligence Program

We also assessed the effectiveness of our actions to address modern slavery risks in our supply chain primarily through the pilot due diligence program described above. A carefully selected set of priority suppliers was reviewed, including through independent audit findings. The non-compliances identified by the auditors should be addressed through corrective actions subject to verification by the auditors. In turn we will be able to review these corrective actions in the SEDEX platform.

LOOKING AHEAD

We have established a solid foundation for our Modern Slavery journey and are determined to make further progress. We have set goals to be achieved in 2023:

- Conduct a first SMETA audit for the last factory to be audited in Australia and set up a repeat audit cycle for all factories of Kraft Heinz Australia
- Engage more deeply with suppliers about their understanding of, and compliance with, the Supplier Guiding Principles
- Expand the Pilot Supplier Due Diligence Program to another group of priority suppliers
- Investigate Modern Slavery risks in Tier 2 of our supply chain on a targeted basis.

Our focus will remain on responsible sourcing, protecting vulnerable workers and collaborating with key stakeholders and suppliers to prevent and address modern slavery in our operations and supply chain.

This Modern Slavery Statement was approved by the Board of Kraft Heinz Australia Pty Limited (in its capacity as the principal governing body of Kraft Heinz Australia Pty Limited and as the parent company of each other Reporting Entity) on 29 June 2022.

This statement was signed by Simon Laroche in his capacity as a director of the Board of Kraft Heinz Australia Pty Limited and ANJ President on 29 June 2022.



MANDATORY CRITERIA DISCLOSURE REFERENCE	PAGE
• Identify the reporting entity	5
• Describe the reporting entity’s structure, operations, and supply chains	7
• Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	8-9
• Describe the actions taken by the reporting entity and any entity it controls to assess and address these risks, including due diligence and remediation processes	10-13
• Describe how the reporting entity assesses the effectiveness of these actions	13-14
• Describe the process of consultation with any entities the reporting entity owns or controls	6
• Other relevant information	2-4, 15