



MODERN SLAVERY STATEMENT

JBS Australia
FY 2025

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Joint Reporting

This joint modern slavery statement is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth) ("**the Act**") by Baybrick Pty Ltd (ACN 067 220 017) ("**the Company**") on behalf of itself and other related entities that are reporting entities for the financial year from 30 December 2024 to 28 December 2025. All of these reporting entities under this statement are listed on page 26. In order to prepare this joint statement, the Company consulted with each of the reporting entities covered by this statement. The Company and all of the reporting entities under this statement are referred to in this statement as "**the Group**" or "**JBS Australia**".

CEO Message

JBS Australia plays a significant role in supplying food to communities across Australia and around the world. This responsibility extends beyond the quality of our products to ensuring that the people and processes behind them are treated with dignity and respect.

The Group recognises that modern slavery remains a global challenge, and we continue to strengthen our efforts to identify and manage risks within our operations and supply chain.

Our supply chain is complex and relies on a diverse range of suppliers, partners, and employees. The Group seeks to operate responsibly within this environment by improving visibility over suppliers, enhancing due diligence activities, and embedding clear expectations around ethical conduct. During the reporting period, we continued to advance our modern slavery program, including through the implementation of key global policies, updated supplier requirements, expanded risk assessments, and enhanced employee training and awareness initiatives.

The Group also broadened its engagement with suppliers and external partners to better understand emerging risks, particularly in higher risk sectors and jurisdictions. The integration of updated tools, policies, and assurance processes reflects our focus on continuous improvement and on meeting both the intent and requirements of the Modern Slavery Act 2018 (Cth).

We acknowledge that addressing modern slavery risks requires sustained effort. As our understanding and practices evolve, so too will the steps we take to strengthen our systems, engage with suppliers, and support transparency across our supply chain. This Modern Slavery Statement outlines the progress and actions undertaken during the year and the areas where the Group continues to build capability and oversight.

Thank you for taking the time to review our progress and our ongoing commitment to responsible business practices.

Brent Eastwood
CEO JBS Australia



About JBS Australia

Our Group is Australia's largest meat and food processor with a strong portfolio of leading beef, lamb, pork and fish products together with a range of smallgoods and value-added branded products.

The Group is a major supplier of animal protein to Australia, New Zealand and the world, providing strong local employment, career opportunities and export dollars for the Australian economy.

We source products, services and inputs from Australia and around the world to support our food production business.

Our Commitment

The Group opposes all forms of slavery and forced labour in its operations and the operations of its suppliers.

We are committed to improving our practices to combat modern slavery as we continue our critical work of feeding the world.

Our Mission

To be the best in what we do, completely focused on our business, ensuring the best products and services to our customers, a relationship of trust with our suppliers, profitability for our shareholders and the opportunity of a better future for all of our team members.

Our Beliefs

- Focus on the details
- A hands-on approach
- Success is only achieved through hard work
- The right people in the right place
- Passion for what we do
- Actions and behaviour are more important than knowledge
- A leader must win over their team members
- Lead by example
- Focus on results
- Working with people who are better than us
- Believing makes the difference
- Quality products



Structure, Operations and Supply Chains

Structure

The Group is comprised of private companies controlled or majority owned by JBS N.V., a company incorporated in the Netherlands and listed in Brazil and New York.

The Group includes:

- Andrews Meat Industries Pty Ltd
- Australian Consolidated Food Holdings Pty Ltd
- Baybrick Pty Ltd
- Diamond Valley Pork Pty Ltd
- Huon Aquaculture Group Pty Ltd
- Huon Aquaculture Company Pty Ltd
- Industry Park Pty Ltd
- JBS Aquaculture Pty Ltd
- JBS Australia Pty Ltd
- JBS Australia Finance Pty Ltd
- JBS Australia Finance 1 Pty Ltd
- JBS Pork Australia Pty Ltd
- Premier Beehive Holdco Pty Ltd
- Primo Foods Pty Ltd
- Rivalea Holdings Pty Ltd
- S&C Australia Holdco Pty Ltd
- S&C Australia Investments Pty Ltd
- Seven Point Pork Pty Ltd
- White Stripe Foods Pty Ltd

The main activities of the Group take place in Australia and New Zealand where the Group employs approximately 15,000 team members with a diverse range of skills.



Operations



There are 12 Business Units captured under the various Reporting Entities



Business Unit Profiles

JBS Australia Northern

The company's Northern Division operates five strategically placed processing facilities as well as five feedlots across Queensland and New South Wales with access to an extensive network of quality cattle. The Northern Division services both domestic and international markets, exporting ~85% of its finished goods or commodity products to more than 50 countries around the world.

-  **Geographies:**
Australia
-  **Facilities:**
5
-  **Feedlots:**
5
-  **Team members:**
5,000+

JBS Australia Southern

The company's Southern Division produces a range of high-quality beef and lamb products through five beef and lamb processing facilities and one feedlot located across New South Wales, Victoria, Tasmania and South Australia. Its value-added business, which produces a variety of retail ready products in a range of formats, is tailored to individual customer requirements.

-  **Geographies:**
Australia
-  **Facilities:**
5
-  **Feedlots:**
1
-  **Team members:**
3,300+



JBS Pork Australia

JBS Pork Australia is one of Australia’s leading pork processors and producers, supplying Australia with high-quality pork, including value-added pork products. Operating as part of the JBS Australia group of companies, JBS Pork Australia has an integrated pork supply chain that includes breeding, growing and finishing, processing, and value-added manufacturing. JBS Pork Australia has operations in both New South Wales and Victoria.



Geographies:
Australia



Facilities:
3



Piggeries:
11



Feedmill:
1



Team members:
1,400+

Primo Foods

Primo Foods is Australia’s most significant manufacturer of ham, bacon, salami, and deli meats, supplying quality smallgoods to major retail and food service groups across Australia. Primo is unique for owning and operating manufacturing plants, packing facilities and distribution warehouses, allowing it to maintain uncompromising levels of quality control.



Geographies:
Australia and New Zealand



Facilities:
5



Team members:
2,800+

Huon Aquaculture

Based in Tasmania, Huon Aquaculture is a significant contributor to Australia’s Atlantic Salmon production. Huon Aquaculture is a leader in the Tasmanian marine farming industry with a focus on high-quality products and innovative aquaculture practices. The business covers everything from egg production to processing to sales.



Geographies:
Australia



Facilities (including nurseries and hatcheries):
17



Team members:
1,000+

Andrews Meat Industries

Since 1960, Andrews Meat Industries (AMI) has been the premium protein professionals Australia trusts. It has grown from a single butcher shop to a respected protein solutions provider, with industry-leading capabilities to customers across Australia and the globe. Operating across three key divisions – foodservice, value added (cooked), and export – in 2025 Andrews Meat expanded its footprint into wholesaling Brisbane’s foodservice sector with the acquisition of Prime Cut Meats. AMI additionally holds a share in premium exporting business White Stripe Foods.



Geographies:
Australia



Facilities:
3



Team members:
400+



D.R. Johnston

As JBS Australia's domestic wholesale division, D.R. Johnston's core business is distributing fresh and frozen carton meat to butcher shops, independent supermarkets, and food service Australia wide. It also operates retail outlets.



Geographies:
Australia



Facilities:
8



Team members:
130+

Swift

Swift and Company Trade Group comprising the Meat and By-Products units is the international trading division of JBS Australia which has, for over 50 years, been supplying international markets with meat products and protein by-products from a range of species, to domestic and global suppliers.



Geographies:
Australia



Offices:
1



Team members:
45+

White Stripe Foods

White Stripe Foods has a long-standing history of supplying quality "centre of the plate" cuisine to leading hotels, restaurants, food service distributors, retailers, caterers, manufacturers, and butchers across the globe. White Stripe Foods supplies high-quality beef, lamb, veal and seafood programs.



Geographies:
Australia



Offices:
1



Team members:
25+

JBS Carriers

The transportation division of JBS, Carriers supports operations through an efficient logistical structure that transports cattle, shipping containers, bulk products in tippers, and palletized refrigerated products. Its fleet includes 42 prime movers and more than 100 trailers that travel a combined 7 million km per year.



Geographies:
Australia



Transport Terminals:
2



Team members:
65+

Premier Beehive

Based in New Zealand's Wairarapa region and part of Primo Foods, Premier Beehive manufactures high quality bacon, ham and smallgoods for local consumers, supplied through retail and foodservice groups. Premier Beehive has a reputation for high quality products including the market leading Beehive Streaky bacon.



Geographies:
New Zealand

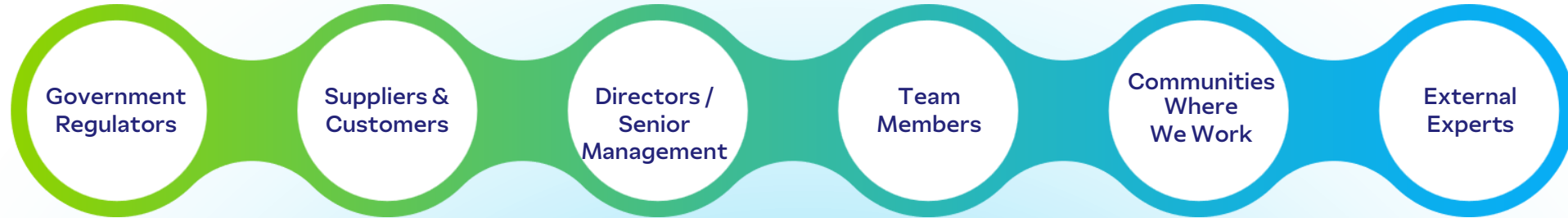


Facilities:
2



Team members:
300+

Stakeholders and Management Responsibility



Modern Slavery Steering Committee



Modern Slavery Steering Committee

In 2025, the Modern Slavery Steering Committee comprised of a representative from each Business Unit and vital functions such as the Head of Procurement, Group Talent Acquisition Manager and the PALM Coordinator. Some of the issues that were presented and discussed within this forum include:

- The Modern Slavery Statement and how to reflect the Group's efforts in relation to managing modern slavery risks.
- Results from the various Risk Assessments conducted on the Group's supply chain both internally and in conjunction with Fair Supply.
- What the Group can do to continue to improve the management of modern slavery risks.
- Reports on PALM employees and the NSW Modern Slavery Commissioner's Inquiry.
- SMETA Audit performance across sites.
- Trends in relation to modern slavery that may impact the Group.



Supply Chain

The Group's supply chain has an extensive domestic and international footprint. Suppliers to the Group are diverse.



Examples include:

- Farmers and operators of feedlots
- Suppliers of meat and by-products
- Suppliers of grain and animal feed
- Suppliers of fishmeal and fish feed
- Suppliers of spices, flavourings and seasonings
- Suppliers of chemicals
- Suppliers of clothing, in particular PPE
- Domestic and international suppliers of land and maritime transportation and logistics services

Service providers are used for:

- Recruiting and labour solutions
- Cleaning, security, maintenance, waste disposal and construction
- Engineering, IT, marketing, health and other professional support services
- Cold storage

The Group's supply chain has an extensive domestic and international footprint. Suppliers to the Group are diverse and a risk-based approach is taken to manage such risks.

The majority of suppliers in the Group's direct supply chain (based on spend) are incorporated in Australia or New Zealand. Livestock, which constitutes more than half of the Group's procurement spend, is exclusively sourced domestically. The vast majority of feed ingredients used to feed livestock (e.g. grain, etc.) is also domestically grown and sourced.

Certain services (for example, IT and recruitment) are, at least in part, delivered offshore. Further, certain goods such as packaging, production equipment, IT hardware, logistics and pork may also be sourced overseas. The Group engages with suppliers under various forms of contract, including short term one-off arrangements, or long-term umbrella arrangements.

Unless specified, all references to "suppliers" in this Statement refer to Tier 1 suppliers.

Policies & Procedures



***Updated* – Supplier Compliance Form**

The Supplier Compliance Form is used to assess and verify the ethical, legal and compliance standards of the Group's suppliers. It assesses whether the supplier has been involved in, investigated for, or connected to any form of modern slavery or other related compliance issue. In 2025, the form was updated to request for modern slavery statements (or overseas equivalent) from reporting entities under any modern slavery or human rights legislation. In addition, the form was also updated in 2025 to ask suppliers to disclose and confirm whether their products or materials are made in any high risk regions associated with forced labour and, if so, to explain how these risks are being mitigated. As part of a risk based approach, all new suppliers (except for domestically sourced grain and livestock) are required to complete this form before being onboarded and before any payment is made to them.



Global Human Rights Policy

Alignment with the principles covered in the UN International Bill of Human Rights and International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Commitment to periodically assessing business practices and evaluating alignment to internationally recognised human rights to avoid adverse impacts on individuals. The document is publicly available [here](#).

The policies that were put in place in 2024, continued to be in force and were further supported by amendments to the Supplier Compliance Form in 2025.



Policies & Procedures

Internal and external facing policies and codes manage modern slavery risks



Global Code of Conduct and Ethics

JBS forbids the use of child or forced labour in its Global Code of Conduct and Ethics. The Group also operates an Ethics Line, a 24/7 grievance and reporting mechanism that allows employees, suppliers, and stakeholders to raise concerns – including anonymously – about any potential violations. The document is publicly available [here](#).



Whistleblower Policy

An eligible whistleblower's rights are set out in this policy. A campaign has been rolled out at all sites to ensure awareness of this grievance mechanism. The policy is publicly available [here](#).



Third Party Ethics & Compliance Due Diligence Policy

Incorporates modern slavery and human rights due diligence to ensure modern slavery risks are identified, assessed and addressed prior to engaging a third party. Screening requirements and examples of potential red flags are listed in this policy.



General Ethics & Compliance Acknowledgment/Statement

This document sets out strict and express requirements for suppliers to comply with laws and regulations in relation to responsible sourcing, modern slavery and ensuring this extends to their suppliers. There is a requirement to immediately notify us in any case of non-compliance with these requirements. This document is issued to new high-risk suppliers (and customers) during onboarding and to existing suppliers (and customers) whenever elevated risks are identified, whether through a formal risk assessment or other due-diligence processes. The Statement version of this document is available [here](#).



Supplier Code of Conduct

As part of the Supplier Code of Conduct, JBS suppliers are required to:

- Comply with the United Nations Principles on Business and Human Rights and the 10 principles of the United Nations Global Compact; and
- Comply with core International Labour Organization (ILO) conventions.

The document is publicly available [here](#).

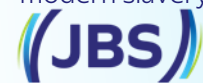
Communications and Training

In 2025, significant improvements were made to training and communications on modern slavery. Namely, as part of the inaugural Compliance Month rolled out across the JBS Australia business for the entire month of May 2025, all salaried employees were required to complete an elearning course on Modern Slavery and Human Rights. This module is mandatory for all salaried new joiners.

The course includes 5 main topics:

- Modern Slavery in Australia and Beyond
- Child Labour
- Forced Labour
- Use of Third Party Labour
- Prevention and Reporting

Communications also went out which reminded all salaried employees of their compliance responsibilities including in relation to managing modern slavery risks via their desktop lock screen

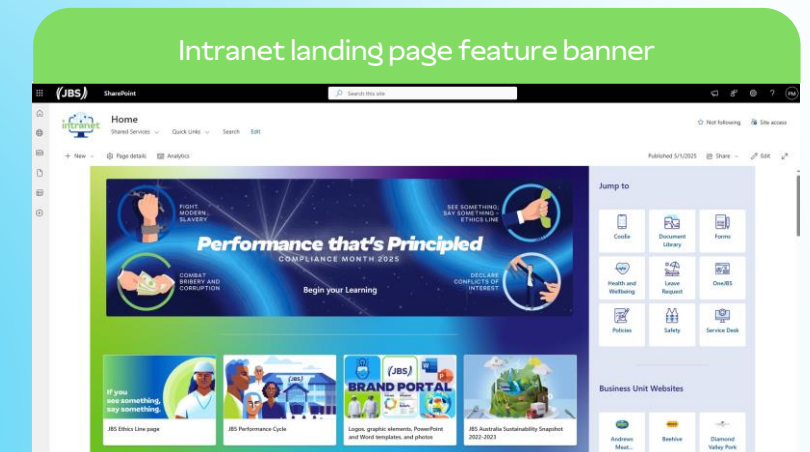


and the intranet landing page. In addition to the training and communications that went out to all salaried employees, wage employees received a 'toolbox talk' on compliance topics, which included a snapshot on identifying modern slavery risks. As part of the Compliance Month initiative, the Group's employee messaging mobile application, CooEe, also included articles on the Group's whistleblowing platform and modern slavery.

This capacity building initiative was designed with the purpose of improving awareness and understanding of modern slavery and the need for us to conduct due diligence in this space.

In addition to Compliance Month, a specialised training session was conducted for the Procurement Team and Business Unit representatives involved in purchasing. The session included an explanation of the global approach to screening and onboarding Tier 2 suppliers via JBS Asia, the Group's procurement hub. The Anti-Slavery Commissioner's Strategic Plan for 2025-2028 was also reviewed and discussed.

The focus of this session was primarily to ensure that Procurement and Purchasing continued to be aware of modern slavery risks in their respective areas and were able to identify heightened risks as and when they may arise.



Strategy & Approach



Modern Slavery risks in operations and supply chains

Labour intensive risks and other risks highlighted by third parties continue to be at the centre of the Group's risk management with a focus on suppliers with an overseas nexus.



In 2025, the Group followed up on modern slavery risks identified during the previous reporting period in 2024. In addition, enhanced due diligence activities were conducted on higher-risk suppliers identified by Fair Supply.

Based on data from risk assessments, reports and other sources, modern slavery risks were identified in the following areas:

- Pacific Australia Labour Mobility (PALM) Scheme
- Recruitment Agents
- Cleaning and Labour Hire service providers
- Security and Canteen service providers
- Ingredients and materials
- Caustic soda and caustic potash
- Suppliers based in China

Actions taken to address and assess the risks

Pacific Australia Labour Mobility (PALM) Scheme

The Group continues to take compliance with PALM requirements seriously to ensure that all applicable laws and regulations are complied with. In 2025, the Group facilitated the re-engagement of 33 PALM employees from other approved employers into roles within the Group. This figure excludes PALM workers who were previously engaged through labour hire providers servicing the Group's sites and have since transitioned to direct employment with JBS.

The Group covers expenses such as visa fees required prior to mobilisation. We also actively monitor charges in participating countries to ensure no costs are unfairly passed on to employees. The offshore component of the program is managed by the PALM Labour Mobility Support Program (PLMSP) and the Department of Foreign Affairs and Trade (DFAT).

An accommodation checklist was launched in 2025, formalising the inspection process to ensure that PALM employees are living comfortably and safely.

Recruitment Agents

As a labour-intensive industry with an international workforce, recruitment agents continued to be an area requiring appropriate human rights risk mitigation. This included conducting interviews and calls with the recruitment agents and their onshore partners, as well as conducting enhanced due diligence on the supply chain. Ethics & Compliance continued to work closely with the Talent Acquisition team to review several potential recruitment companies and review existing partners assessing and addressing potential modern slavery risks along the way. In addition, Legal continued to integrate robust modern slavery clauses in contracts with recruitment agents.

Cleaning and Labour Hire service providers

In 2025, the Group reduced its reliance on third party labour hire providers by transitioning the majority of labour hire workers to direct JBS employment. The Group also reduced its dependence on third party cleaning providers by establishing an in-house

cleaning capability and directly employing the majority of cleaning workers. This allowed the Group to manage risks more directly and reduced the inherent risk in relying on third party service providers in two areas which have received increased scrutiny both in Australia and globally.

Security and Canteen service providers

Several suppliers of services continued to be engaged both as part of SMETA Audits and independently to ensure compliance with legal, regulatory and other requirements. Security and canteen providers were identified as higher risk suppliers based on their on-site presence and labour-intensive nature. These services have therefore received a greater level of engagement proportionate to their risk profile. Contracts with these service providers have been reviewed and updated.

Ingredients and Materials

Over the past two reporting periods, the Group identified heightened forced-labour risks associated with certain ingredients—particularly spices, salt, and seasonings—sourced from high-risk regions. Given the nature of the Group’s operations as a food company, these risks require strengthened oversight and targeted risk-management measures. While no actual forced labour was identified, as a proactive step, the Supplier Compliance Form now expressly requires all new suppliers to disclose whether the “Supplier Product is made (partly or fully) or includes materials/ingredients made in any region (e.g. Xinjiang) identified by a government body as being at risk of forced labour, child labour or any other form of modern slavery.” If ticked ‘yes’, the supplier is required to provide details and explain how these risks are being mitigated.

Caustic Potash and Caustic Soda

Caustic potash and caustic soda are key cleaning chemicals used within the Group’s operations.



Given the heightened risk of forced labour associated with these chemicals, targeted screening and supplier attestations were prioritised to strengthen assurance over these categories. No indicators of human rights violations or other modern slavery concerns were identified directly in connection with the Group’s suppliers in this area.

In August 2025, the U.S. Government released an updated Uyghur Forced Labor Prevention Act (UFLPA) enforcement strategy, which added caustic soda—along with copper, lithium, steel, and red dates—to the list of high priority sectors for enforcement. This designation signals heightened forced labour risk within these sectors.

Following this development, the Group requested that relevant suppliers sign the General Ethics & Compliance Acknowledgment to reinforce expectations regarding ethical conduct and provide an additional level of assurance in light of the updated external risk environment.

The Group will continue to monitor developments associated with UFLPA high priority sectors and consider any implications for its supply chain as part of its broader modern slavery risk management framework.

Suppliers based in China

The Group also reviewed all Tier 1 suppliers based in China, as well as all Tier 2 suppliers engaged through JBS Asia, the Group’s global procurement hub. This review was undertaken in collaboration with the Global Ethics & Compliance Team headquartered in the United States. Through this coordinated process, the Group sought to gain greater visibility over upstream suppliers and ensure that suppliers operating in higher-risk regions were subject to screening and enhanced due diligence measures.

Ingredients and materials continued to be in focus together with other new risk areas



Modern Slavery Related Audits

SEDEX and SMETA Audits

In 2025, SMETA (Sedex Members Ethical Trade Audit) audits were conducted at the majority of the Group's sites. Based on the commitment reported in the previous reporting period that processing plants would undergo the comprehensive SMETA Pillar 4 Audit, 15 sites underwent a SMETA Audit in 2025 with other sites due to undertake their audit in 2026 based on the 24-month cycle. In 2025, performance during SMETA audits were included in a report to the Group's directors in their Governance and Compliance Meetings, usually held 3 times a year. In addition, the SMETA Audit Escalation Protocol was launched to ensure that critical findings in connection with human rights are escalated to senior management promptly. The SMETA standard is designed to be aligned with the Ethical Trading Initiative (ETI) Base Code, and covers human rights, modern slavery, labour standards, business ethics, health and safety and environmental practices. The SMETA audits that were conducted during the reporting period provided valuable opportunities to continue to improve each site's labour practices.

Independent third party verification, in the form of SMETA audits and other audits, is an important tenet of the Group's management of modern slavery risk



Other Audits

Employees are sourced through labour sending units under the Pacific Australia Labour Mobility (PALM) programme. The labour sending units are governed by the requirements set by the Department of Foreign Affairs and Trade (DFAT). Under the PALM programme, JBS Australia is subject to unannounced on-site audits and desktop audits. In 2025, the Group was also subject to other social and ethical audits conducted by, or on behalf of, the Group's key customers. These audits also assess modern slavery risks.

Assessing the Effectiveness of Actions Taken

The Group continues to review the effectiveness of its existing processes and procedures for managing modern slavery risks in line with the Modern Slavery Act 2018 (Cth) and relevant international standards. During the reporting period, several measurable indicators demonstrated the Group's progress in strengthening oversight, awareness, and supplier assurance.

Training and Organisational Awareness

The Group continued to build capability across its workforce, with 99% of salaried employees completing the modern slavery e-learning module during Compliance Month. In addition, toolbox talks covering modern slavery awareness were delivered at sites, ensuring consistent messaging across our geographically diverse operations. These initiatives supported ongoing organisational awareness and reinforced the importance of identifying and escalating potential risks.

Internal and External Assurance Activities

All 20 processing plants remain subject to the SMETA Pillar 4 audit cycle. Consistent with the 24-month rotation, 15 sites underwent their audits in 2025, with the remaining four sites scheduled for 2026. Audit findings continued to provide valuable insights into labour practices and opportunities for improvement across the Group's sites.

As part of the Group's governance processes, SMETA audit outcomes were reviewed at senior management level, and in several cases, findings highlighted the need for updated contractual controls. Contract uplift requirements were introduced for certain third-party contractors, strengthening expectations for labour standards and ethical practices.

Continuous Improvement Through Engagement and Monitoring

The Group continued to work with suppliers and key external partners, including Fair Supply, to enhance visibility over modern slavery risks in its

broader supply chain. Engagement and training activities provided Business Units with feedback channels to raise emerging issues, while the Modern Slavery Steering Committee—comprising representatives from all Business Units and key corporate functions—met regularly to review trends, discuss risks, and identify further opportunities for improvement.

Through these combined measures, the Group seeks to remain responsive to evolving risks and to make steady, evidence-based improvements in the way modern slavery risks are assessed, managed, and monitored across its operations and supply chain.

External Collaboration

Fair Supply

The Group continued to strengthen its working relationship with Fair Supply to support modern slavery risk assessments and draw on their subject matter expertise. Using company spend data across global markets, Fair Supply's platform was used to map the economic inputs linked to the Group's top 2,000 suppliers by spend, extending beyond Tier 1 risks. This reflects an increase of 500 more suppliers up from the 1,500 suppliers reviewed in the previous reporting period.

This supply chain mapping uses a global Multi Regional Input Output (MRIO) model covering 190 countries and over 15,000 industry sectors, drawing on recognised data sources such as the UN System of National Accounts, UN COMTRADE, Eurostat, IDE/JETRO, and national statistical agencies including the Australian Bureau of Statistics.

The MRIO data is analysed against

internationally recognised standards and indices, including the UN Guiding Principles on Business and Human Rights, the Global Slavery Index, ILO Global Estimates of Modern Slavery, and the United States' Department of Labor's report on List of Goods Produced by Child Labor or Forced Labor. A proprietary algorithm then synthesises this information to develop a modern slavery risk profile for suppliers beyond Tier 1.

This analysis is used to help identify potential modern slavery risks under the Act. It does not confirm the presence or absence of modern slavery in the Group's operations or supply chain. The assessment is conducted at industry and country level and does not capture variations at the entity, regional, or product level, but remains an important tool for risk identification.

Supply chain risk identification is an important part of the due diligence process



Community Engagement – Riverina

The Group engages with the Leeton Multicultural Support Group (“LMSG”), a local community organisation that provides general settlement and wellbeing support to migrant workers in the Riverina region, including those employed at our sites in this region. LMSG facilitates introductory sessions for new PALM arrivals and offers settlement-related assistance to migrant community members. Our intention is to continue exploring opportunities to strengthen appropriate relationships with LMSG and, potentially, other community organisations to help support the settlement and wellbeing needs of PALM workers employed by the Group.

Community Engagement – DEWR and other government authorities

During the reporting period, the Group engaged with community partners and government agencies to support worker wellbeing, safety and financial literacy, particularly for vulnerable cohorts. This included collaborating with NIB to deliver on site health and insurance workshops, and working with the Department of Employment and Workplace Relations (DEWR) and the Australian Taxation Office to deliver Departing Australia Superannuation Payment (DASP) clinics, supporting temporary visa holders to claim superannuation entitlements upon leaving Australia. The Group also participated in road safety initiatives in partnership with emergency services, local councils and industry stakeholders, with Primo delivering similar road safety events for its workforce. These activities were created with the intention to enhance worker awareness, improve access to essential services and help mitigate risks associated with vulnerability to exploitation. At these events workers were also briefed on the risks of modern slavery, what these indicators may be and the need to immediately report such incidences to the Group’s Ethics Line.

Collaboration and engagement with government and non-government stakeholders is central to providing a collective effort in managing modern slavery risks



Mandatory Criteria Reporting Matrix

Criterion	Mandatory Criteria	Page Reference
1	Identify the reporting entity.	3, 26, 27
2	Describe the reporting entity's structure, operations and supply chains.	6 – 13
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	13, 18
4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	19 - 21
5	Describe how the reporting entity assesses the effectiveness of these actions.	22 - 24
6	Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement).	3, 11, 12, 26, 27

Reporting Entities

The following Group entities are considered reporting entities under the Modern Slavery Act 2018 (Cth), and this statement has been approved by the Board of Directors of each of these companies:

Andrews Meat Industries Pty Ltd	28 May 2025
Australian Consolidated Food Holdings Pty Ltd	28 May 2025
Baybrick Pty Ltd	28 May 2025
Diamond Valley Pork Pty Ltd	28 May 2025
Huon Aquaculture Company Pty Ltd	28 May 2025
Huon Aquaculture Group Pty Ltd	28 May 2025
Industry Park Pty Ltd	28 May 2025
JBS Aquaculture Pty Ltd	28 May 2025
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Rivalea Holdings Pty Ltd	28 May 2025
S&C Australia Holdco Pty Ltd	28 May 2025
S&C Australia Investments Pty Ltd	28 May 2025
Seven Point Pork Pty Ltd	28 May 2025
White Stripe Foods Pty Ltd	28 May 2025



Execution

ANDREWS MEAT INDUSTRIES PTY LTD
(ACN 600 428 537)

AUSTRALIAN CONSOLIDATED FOOD HOLDINGS PTY LTD
(ACN 152 947 101)

BAYBRICK PTY LTD
(ACN 067 220 017)

DIAMOND VALLEY PORK PTY LTD
(ACN 095 045 695)

HUON AQUACULTURE GROUP PTY LTD
(ACN 114 456 781)

HUON AQUACULTURE COMPANY PTY LTD
(ACN 067 386 109)

INDUSTRY PARK PTY LTD
(ACN 007 256 215)

JBS AQUACULTURE PTY LTD
(ACN 653 348 700)

JBS AUSTRALIA PTY LTD
(ACN 011 062 338)

JBS AUSTRALIA FINANCE PTY LTD
(ACN 609 765 371)

JBS AUSTRALIA FINANCE 1 PTY LTD
(ACN 609 968 989)

JBS PORK AUSTRALIA PTY LTD
(ACN 004 892 835)

PREMIER BEEHIVE HOLDCO PTY LTD
(ACN 609 698 606)

PRIMO FOODS PTY LTD
(ACN 002 781 142)

RIVALEA HOLDINGS PTY LTD
(ACN 097 393 112)

S&C AUSTRALIA HOLDCO PTY LTD
(ACN 100 767 851)

S&C AUSTRALIA INVESTMENTS PTY LTD
(ACN 609 705 615)

SEVEN POINT PORK PTY LTD
(ACN 088 688 975)

HUGH BRENT EASTWOOD
DIRECTOR

Hugh Brent Eastwood

DATE: 26 June 2026 | 1:50 PM AEST

WHITE STRIPE FOODS PTY LTD
(ACN 105 781 977)

MATTHEW LYNE
DIRECTOR

Matt Lyne

DATE: 26 June 2026 | 6:18 PM AEST



AUSTRALIA

Corporate Office
215 Adelaide Street
Brisbane QLD 4000

JBS Australia Modern Slavery Statement
FY 2025