

Martin-Brower Australia Pty Ltd (Company)
ACN 111 374 344

Written Resolution of the Directors of the Company

June 30, 2025

We, the undersigned, being all the directors of the Company, who, at the date on which these resolutions were passed, would have been entitled to vote on the resolutions set out below if they had been proposed at a general meeting at which we were present, hereby pass the resolutions set out below.

Noted that the Martin-Brower Company, L.L.C. has published a Global Transparency in Supply Chain Policy which reinforces and strengthens its, and all of its direct and indirect subsidiaries and joint ventures, commitment to the rights of employees, supply chain and the global communities in which it serves; and

Noted that the Company has prepared a Slavery and Human Trafficking Statement pursuant to Modern Slavery Act 2018, No. 153, 2018 which sets out steps the Company has taken to ensure that slavery and human trafficking are not taking place in its supply chain or in any part of the business.

Resolved that the directors of the Company approve the Slavery and Human Trafficking Statement attached hereto as Exhibit A; and

Resolved that the Company and severally each director and secretary of the Company for and on behalf of the Company, be authorised to do anything (including, but not limited to, certification, execution and delivery of documents) required to be done, capable of being done or advisable to do under, in accordance with or incidental to any of the above resolutions; and

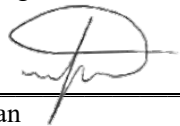
Resolved that any of the foregoing matters that have been done on or before the date of these resolutions be and are hereby adopted, ratified, confirmed and approved.

Signed:



Diane Dimberg

Date: June 30, 2025



Scott Hanigan

Date: June 30, 2025

EXHIBIT A

2024

Martin Brower Modern Slavery Statement



Martin Brower Australia

2024

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Acknowledgement of Country

Martin Brower acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land in which we operate within, and pay our respect to Elders past, present and emerging.

Legislation: Modern Slavery Act 2018 (Cth) (Australian Modern Slavery Act)
Reporting Entity: Martin Brower Australia Pty Ltd
Reporting Year: 5
Reporting Period: 1 January 2024 – 31 December 2024 (Calendar Year 2024)

Martin Brower Australia Overview

In accordance with the Australian Modern Slavery Act 2018 (Cth) (the “Act”), this Modern Slavery Statement outlines the actions taken by Martin Brower Australia Pty Ltd (“Martin Brower”) to assess and address the risks of modern slavery within our operations and supply chain.

Martin Brower fully supports the objectives of the Act and recognizes our responsibility to act with due diligence to prevent, mitigate, and where necessary, remediate any actual or potential adverse human rights impacts connected to our business activities.

This statement was developed in consultation with key Martin Brower business functions, including our supply chain, finance and legal departments. In addition, Martin Brower engaged with the quality compliance and legal departments of our customer, McDonald’s Corporation, to support the assessment and compliance of McDonald’s system suppliers.

Martin Brower does not own or control any other entities and is not covered by any other modern slavery statement.

As a global leader in supply chain solutions, Martin Brower partners with organizations to architect smart and sustainable supply chains that fuel growth and positively impact customers and communities.

We are committed to respecting internationally recognized human rights standards and take proactive steps to prevent modern slavery and other human rights violations through our policies, practices, and engagement with stakeholders. We aim to foster safe, inclusive, and respectful work environments wherever we operate. We uphold the fundamental rights of our employees and those working across our supply chain, including the right to be free from slavery and child labour; freedom of association and the right to collective bargaining; equal opportunity and non-discrimination; and the right to a safe and healthy workplace.

Martin Brower continues to strengthen our understanding of modern slavery risks across our operations and supply chain and to enhance our practices to meet our obligations under applicable laws. We are focused on fostering cross-functional collaboration to implement appropriate measures that prevent, mitigate and respond to these risks.

Modern slavery is unequivocally unacceptable within our organization and supply chains. Martin Brower recognizes our responsibility to respect and uphold the rights of individuals working directly for our company, as well as those employed by our suppliers and business partners who are committed to upholding human rights standards. Recognising that human rights risks are often complex and systemic, we consider it essential to engage collaboratively with internal and external stakeholders to raise awareness, build capability, and promote a shared understanding of the risks associated with modern slavery and how they can be addressed.

Our Structure, Operations & Supply Chains

Our Structure

Martin Brower is part of the Reyes Family of Businesses ("RFB"). The RFB is a global business with over 36,000 employees, and more than 200 properties. The RFB is dedicated to being the best in industry by achieving unmatched value for their customers while creating an outstanding work environment for their employees.

Martin Brower is a leading supply chain solutions provider architecting smart, sustainable supply chains that fuel growth and positively impact customers and communities. We are dedicated to creating an outstanding work environment for our employees and delivering unmatched value to our customers while protecting their brands.

Globally, Martin Brower is renowned for finding innovative and timely means of delivering products to customers and are well known for setting new standards for on-time delivery, dependability, efficiency, and safety at the international level. Martin Brower has a significant global presence with sites in Australia, Bahrain, Brazil, Canada, Costa Rica, France, Ireland, Korea, Kuwait, New Zealand, Oman, Panama, Puerto Rico, Qatar, Singapore, the United Kingdom, United Arab Emirates, and the United States.

Global Reach – **18** markets serving **>26,000** restaurants



MB Australian Operations

In Australia and New Zealand, Martin Brower operates 8 distribution centres across Australia and New Zealand, with six (6) located within Australia in Adelaide, Brisbane, Melbourne, Perth and Sydney.

The core operational outputs of Martin Brower sites include operating a warehouse and cold storage facility where pre-packed product is procured from approved suppliers and distributed to customer locations.

The Martin Brower culture is built off a strong sense of social responsibility and ethical behaviour, a commitment to safety across all elements of operation, and a dedication to strengthening the communities where our people and customers work and live.

Our culture is defined by our CARES values, which are at the heart of everything we do. Protecting our people, customers and our communities is paramount.

799 Employees

8 Distribution Centers

1,221 Locations Served



CHANGE	ACT AS ONE	RELATIONSHIPS	EQUITY & INCLUSION	SAFETY & WELLNESS
We value flexibility, innovation, and a learning culture with a willingness to take risks.	We value thinking and acting globally, doing what we say we will do and helping one another succeed.	We value acting with integrity and building lasting relationships with our Team Members, customers, suppliers, and communities.	We value a diverse and inclusive environment where everyone is treated fairly and inspired to achieve their potential.	We value the safety and health of our Team Members and our communities.

Our Supply Chains

Martin Brower operates a distinct supply chain model compared to other logistic providers. Martin Brower serves as a critical intermediary between our customer and their suppliers within the end-to-end network. Martin Brower purchases, stores, and manages inventory from our customer's suppliers through to the final delivery to the customer. This integrated model ensures continuity of supply and enhanced supply chain visibility. As a result, our supplier base can be categorized into two primary groups:

1. *System Suppliers* – Suppliers contracted by or approved to supply goods or materials to our customer; and
2. *Non-System Suppliers* – Suppliers engaged by Martin Brower exclusively, including those providing services, equipment, or indirect goods.

Non-System Suppliers Overview

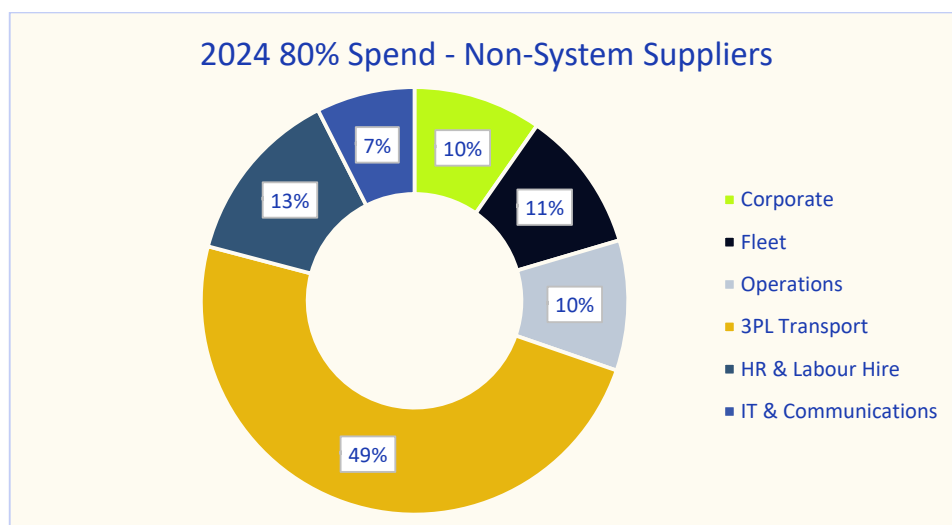
The Martin Brower supply chain consists of approximately 2,000 suppliers, of which around 650 were considered active during the reporting period – defined as suppliers who received payment from Martin Brower within the 2024 calendar year. The majority of our non-system supplier spend in 2024 was with suppliers operating within Australia. Our supplier base includes numerous local transport contractors and labour hire agencies who provide critical services to Martin Brower's operations.

Whilst our direct suppliers are registered entities operating in Australia, many of the goods and materials they procure originate from diverse regions, including Europe, China and other parts of Asia. These upstream supply chain inputs may present modern slavery risks due to varying regulatory and enforcement environments.

In 2024, Martin Brower's sourcing activities covered a broad range of goods and services, including fuel, fleet and parts, corporate services, IT equipment and services, packaging/wrapping, logistics contractors, agency labour, and cleaning services.

Spend analysis for non-system suppliers in Australia during the 2024 calendar year revealed the following:

- 49 suppliers accounted for approximately 80% of total non-system supplier spend;
- Transport suppliers, including logistics contractors, represented the largest spend category at 49%;
- Human resource suppliers, including labour hire agencies, represented 13%; and
- Fleet providers, including original equipment manufacturers (OEMs), accounted for 11% of total non-system supplier spend.



Modern Slavery Risk Identification, Assessment & Action

A significant area of potential modern slavery risk exposure within Martin Brower's supply chain relates to the widespread use of contractors and subcontractors, as evidenced by our annual spend profile. To mitigate this risk, Martin Brower engages with preferred global manufacturers and brands that are themselves subject to modern slavery reporting requirements under the Act.

Consistent with our customer's standards, we expect all suppliers – irrespective of their geographic, cultural, or economic context – to uphold fundamental human rights and labor standards. This includes treating all workers with fairness, respect and dignity, and maintaining safe and healthy working conditions across all facilities within their operations and supply chains.

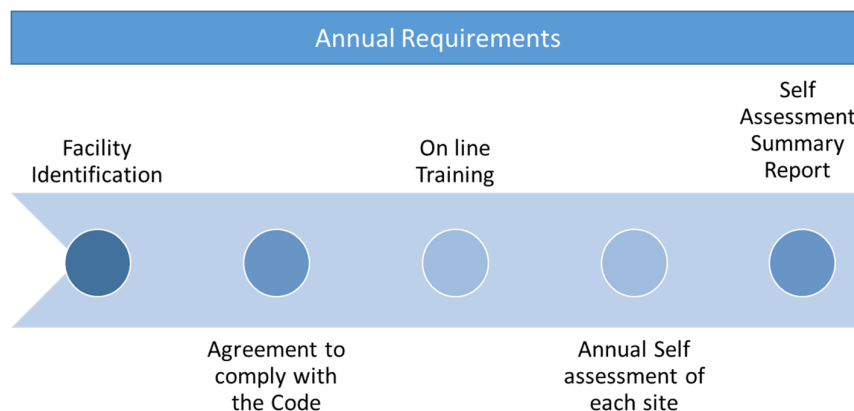
Risk Identification Activities – System Suppliers

Supplier Workplace Accountability (SWA) Program

Our customer maintains a Supplier Workplace Accountability (SWA) program with which all system suppliers, including Martin Brower, are required to comply. Under this program, suppliers are expected to adhere to a set of minimum standards of social and corporate responsibility. The SWA program is designed to assist suppliers and facilities in understanding their responsibilities, verifying their capacity to meet the standards, and fostering a culture of continuous improvement.

Notably, 2024 marked the final year of the SWA audit process, and from 2025 onward, the Sedex Members Ethical Trade Audit (SMETA) four-pillar audit framework has been adopted as the primary assessment mechanism.

The SWA program includes a series of required steps that must be undertaken by participating suppliers, as follows:



In addition, all system suppliers are required to comply with the customer's supplier Code of Conduct, which sets out minimum expectations relating to the following areas:

Human Rights

- UN Declaration of Human Rights
- Freedom of Association
- Employment Status
- Employment Practices
- Anti-Discrimination and Fair Treatment
- Working hours and Rest days
- Underage Labour
- Wages and Benefits

Business integrity

- Compliance with the Law
- Anti-bribery
- Facility Audits and Assessments
- Accurate and Transparent Books and Records
- Confidentiality
- Grievance Mechanism
- Whistleblower Protection
- Additional Standards as required

Workplace Environment

- Safety Management Systems including Hazard identification, reporting and rectification
- Training on Emergency Management and Response
- Site Security

Environmental Management

- Managing and minimizing environmental impacts of facilities, including:
 - Air emissions
 - Waste Reduction
 - Water usage
 - Greenhouse Gas Emissions

In addition to these requirements, supplier facilities are required to undergo periodic third-party physical audits, conducted by an independent auditing firm.

These audits assess the facility's compliance with the Code of Conduct and identify any areas of actual or potential non-compliance. Following each audit, the auditor issues a final report through our customer's designated auditing platform, detailing any observed non-compliances. The supplier facility is then responsible for developing and implementing a Corrective and Preventative Action Plan (CAPA) to address the findings, enhance compliance, and ensure that corrective measures are sustainable and embedded into operational practices.

Supplier Declarations

Martin Brower sends a Compliance Statement on behalf of our customer to all relevant customer system suppliers, requesting confirmation that they operate in accordance with the customer's standards and comply with all applicable legislative requirements and the customer Code of Conduct.

Martin Brower collates and organizes the responses received from system suppliers for the benefit of our customer, who also reports under the Act. The outcomes of these supplier self-assessments are reflected in the customer's own modern slavery statement.

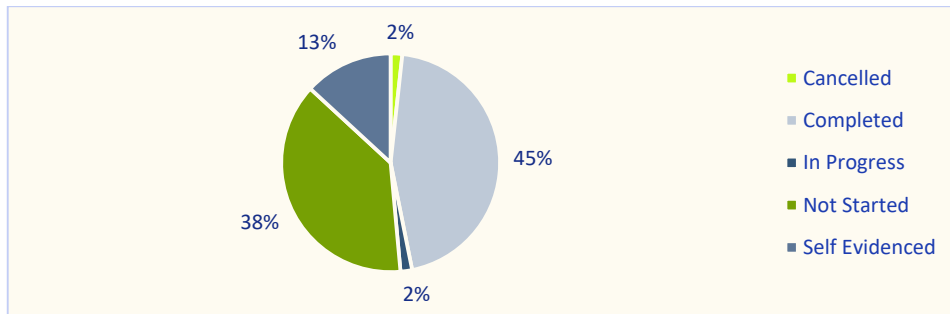
Risk Identification Activities – Non-System Suppliers

Ethixbase360 Questionnaire

In 2022, Martin Brower engaged Ethixbase360, a third-party risk management platform, to support our modern slavery risk assessment process through the use of its Modern Slavery module. The module includes a supplier risk assessment questionnaire developed with input from Norton Rose Fulbright, a leading Australian law firm. This tool enables the generation of supplier-specific modern slavery risk profiles based on questionnaire responses and proposes risk mitigation measures tailored to the identified risk level.

For the 2024 reporting period, Martin Brower distributed the questionnaire to 175 suppliers, representing approximately eighty percent (80%) of our total supplier spend for the 2023 calendar year. Of these, fifty-eight (58%) either completed the questionnaire in full or provided other acceptable forms of compliance evidence. The remaining forty-two percent (42%) either initiated but did not complete the questionnaire or did not respond.

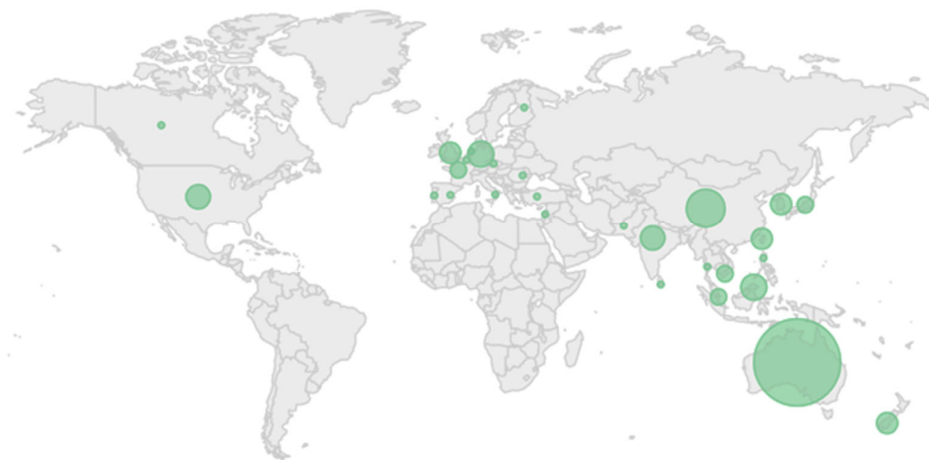
Where suppliers self-evidenced their compliance based on prior submissions through the Ethixbase360 platform, their risk profile was maintained in accordance with their previously assigned risk rating. Suppliers without prior submissions who did not complete the 2024 questionnaire were assigned a default risk rating of five (5), indicating an elevated or unassessed risk level.



Risk Profile – Non-System Suppliers

Supplier Locations

As depicted in the map below, the majority of non-system suppliers who completed the questionnaire indicated that their operations – including the manufacture or sourcing of goods – are located in Australia. The next most frequently reported location of supplier operations was China.



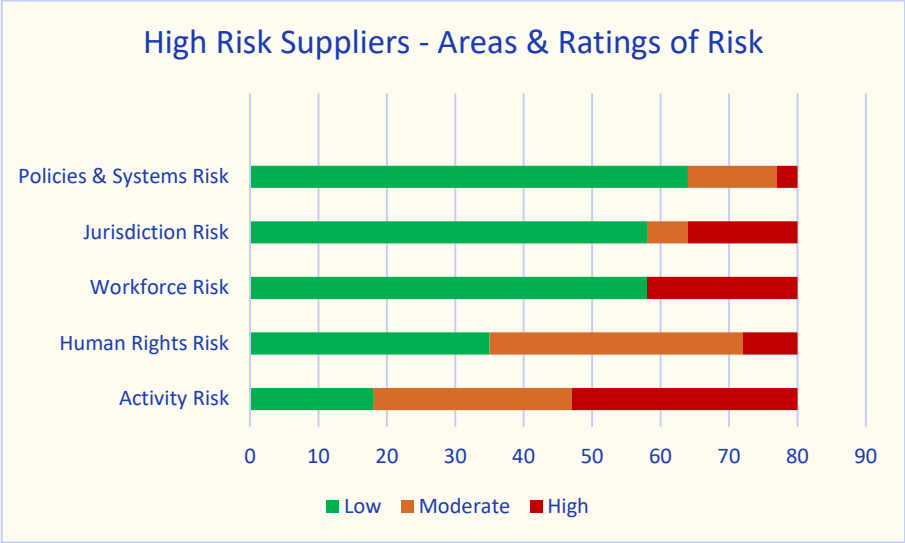
Risk Ratings

Based on completed questionnaires and other accepted self-evidence, approximately fifty-six percent (56%) of non-system suppliers were assessed as low risk, thirty-six percent (36%) as moderate risk, and eight percent (8%) as high risk for modern slavery exposure.



The questionnaire results indicated that among the assessed risk categories -- activity, human rights, workforce, jurisdiction, and policies and systems -- the highest incidence of elevated risk was found in the activity risk category, followed by workforce risk and then jurisdiction risk.

Among suppliers that received an overall high-risk rating, these same categories -- workforce, activity, and jurisdiction -- were also the most common contributors to the elevated risk assessment.



Risk Mitigation & Management Activities

General Measures

For large non-system suppliers engaged by Martin Brower – such as transport contractors, cleaning providers, and waste service companies – Martin Brower requires compliance with the Martin Brower Code of Conduct. The Code sets out expectations for fair and ethical workplace practices across our supply chain and addresses key areas including human rights, workplace conditions, environmental management, and business integrity. In addition, Martin Brower has published a Global Transparency in Supply Chain Policy, which reinforces our commitment to the rights of workers, the integrity of our supply chain, and the communities in which we operate.

With respect to non-system suppliers providing agency staff services, Martin Brower has established enterprise agreements covering all sites in Australia. These agreements apply to all employees and include provisions that ensure agency staff are paid in accordance with Martin Brower's standard rates for equivalent roles.

Employment Practices

Martin Brower conducts its operations in a manner that respects internationally recognized human rights, including those set out in the *United Nations Declaration of Human Rights*. We are committed to ethical recruitment and employment practices across all areas of our business. These commitments are supported by a suite of internal policies – many of which directly address modern slavery risks – and are reinforced through employee training and communication.

Martin Brower policies clearly outline the obligation of all employees to report any conduct that may constitute a breach or potential breach of company policy. Employees may report concerns to their supervisor, a member of management, the Office of Ethics and Compliance, the relevant business unit General Counsel or through the Reyes Holdings Ethics Hotline.

Reports may be made anonymously and are treated with appropriate confidentiality. Martin Brower strictly prohibits retaliation against any employee

Martin Brower Policies

- Guidelines of Business Conduct
- Anti-Discrimination (EEO) Policy
- Code of Conduct Policy
- Grievance Policy
- Privacy Information & Disclosure Policy
- Social Workplace Accountability Policy
- Workplace Health and Safety Policy
- Environmental Policy
- Anti-Bribery Policy
- MB Global Compliance Transparency in Supply Chain

who raises a concern in good faith, submits a report of suspected misconduct, or cooperates in a company-authorised investigation.

SWA: Effective Action

Where non-compliance is identified through an on-site SWA audit, system suppliers are required to develop and implement a Corrective and Preventative Action Plan (CAPA) that directly addresses the identified issues. The independent audit firm is responsible for reviewing the CAPA, providing feedback, and approving the plans. Each CAPA must include clearly defined time frames for remediation, a root cause analysis, and a description of how the supplier will correct and close out each non-conformance. Plans must also include measures to prevent recurrence and designate responsibility for implementation and oversight. In cases of critical non-compliance, system suppliers may be subject to a follow-up on-site audit to verify remediation efforts and ensure that the issues have been appropriately addressed.

The SWA program is designed to support system suppliers in aligning with our customer's standards; however, in cases of persistent or serious non-compliance, suppliers may be removed from the supply chain.

Martin Brower also requires both system and non-system suppliers to maintain internal reporting mechanisms that provide employees with a confidential, secure, and timely process to raise workplace concerns without fear of retaliation. In alignment with the SWA program, suppliers must also establish internal processes for handling workplace grievances, including anonymous reporting channels.

Training on Modern Slavery and Human Rights

Martin Brower provides annual training to employees to reinforce the business standards they are expected to uphold. This training is designed to certify employee understanding and demonstrate their commitment to ethical conduct across Martin Brower's operations and supply chain activities.

The annual training program includes the following core modules:

- Annual Re-induction Program
- Annual Ethics Certification Program
- Annual Anti-Bribery and Corruption Training

For system suppliers, the SWA program includes access to an online training platform that offers resources and guidance on preventing modern slavery. Training modules cover a range of key risk areas, including:

- Ensuring Eligibility to Work;
- Protecting the Rights of Migrant Labour; and
- Implementing Grievance Mechanisms.

For example, the Migrant Labour training module is designed to educate suppliers on the modern slavery risks associated with the use of migrant labor and to outline practical steps they can take to safeguard the rights and welfare of migrant workers within their facilities.

Effectiveness of Modern Slavery Actions

Since 2018, Martin Brower has used a combination of tools to identify and assess modern slavery risks across our operations and supply chain. The tools and processes employed have evolved over time as our modern slavery risk management practices have matured.

2018 – 2021:

All suppliers:

- Supplier compliance statements (declarations)

System suppliers:

- Supplier workplace accountability audits

2022 – ongoing:

System suppliers:

- Supplier compliance statements (declarations)
- Supplier workplace accountability audits

Non-system suppliers:

- Ethixbase360 questionnaire

Following a strategic review in early 2022 of Martin Brower's approach to managing modern slavery risk, it was determined that relying solely on supplier declarations as the primary risk assessment tool for non-system suppliers did not provide sufficient assurance. This approach resulted in critical information gaps, limiting Martin Brower's ability to effectively analyse and assess risk across our non-system supplier base.

As a result, Martin Brower began transitioning to a more robust risk assessment strategy, placing greater emphasis on direct engagement with suppliers and the implementation of the Ethixbase360 platform. This platform has significantly improved our visibility into the non-system supplier landscape and enhanced our understanding of potential risk areas within the supply chain.

The risk areas most frequently flagged across suppliers over the past two years have been workforce, activity and jurisdiction. In response, Martin Brower is prioritizing targeted engagement with suppliers identified as high-risk in these categories, requesting more detailed information regarding their risk mitigation and management practices. This is an ongoing initiative that will continue as resources allow.

In the platform's first year of implementation, 58% of non-system suppliers completed the modern slavery questionnaire. While the second year saw a lower questionnaire completion rate, there was a corresponding increase in acceptable self-evidence submissions, resulting in a similar overall response rate.

To improve response rates, a contractual clause requiring questionnaire completion was introduced in 2024 for transport suppliers. This effort was supported by Martin Brower's National Transport Manager, who is integrating the clause into new contracts. Although this measure was implemented late in the reporting year and did not affect 2024 results, we anticipate improvements in future reporting years.

Looking ahead to 2025, Martin Brower will focus on expanding inclusion of this compliance clause in contracts with operational suppliers – a category that accounted for 49% of non-respondents in 2024. In parallel, Martin Brower will consider developing a more structured assessment process for suppliers who provide self-evidence in lieu of completing the questionnaire, to ensure consistent and meaningful risk classification.

Continuous Improvement

As Martin Brower enters the 2025 reporting period, we remain committed to continuously improving and expanding our efforts to assess and address modern slavery risks across our supply chain.

One of the key initiatives planned for 2025 is a review of the suitability of the Ethixbase360 platform. Whilst the platform's capabilities continue to evolve, Martin Brower has determined that a reassessment is warranted to ensure alignment between its current functionality and the maturity of Martin Brower's operations and supply chain partners in managing modern slavery risks.

As part of this review, Martin Brower intends to issue a survey to a select group of top suppliers to better understand their engagement with modern slavery risk management practices, including whether they are utilising other tools or platforms in parallel.

Martin Brower remains committed to continuously improving strategies to identify and mitigate modern slavery as well creating awareness of Martin Brower's personnel obligations in regards to modern slavery risk.