

Modern Slavery Statement 2025

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1. Introduction

The Modern Slavery Statement is made on behalf of the following reporting entities:

Just Eat (Acquisitions) Pty Limited - ACN 605645547

Menulog Group Limited - ACN 603840820

Menulog Pty Limited - ACN 120943615

Throughout this statement, we refer to these entities, collectively, as "Menulog". References in this statement to "we", "us", "our" are references to Just Eat Takeaway.com and the entities we own or control.

This statement is submitted on behalf of the above reporting entities pursuant to the Modern Slavery Act 2018 (Cth) for the period 1 January 2025 to 31 December 2025.

JET has a zero-tolerance approach to modern slavery in all its forms.

We are committed to acting ethically and with integrity in all our business dealings and relationships. Our Code of Conduct and Modern Slavery Policy serve to underline our zero-tolerance approach towards modern slavery and enable implementation and enforcement of effective systems and controls to identify, assess, manage and/or remediate modern slavery risks that might take place in our operation or in any of our supply chains.

2. Our Business

Menulog, as part of the Just Eat Takeaway.com group of companies, operates a hybrid marketplace for online food delivery - combining our marketplace offering with our courier delivery service. We provide proprietary technology to offer a quick and efficient digital ordering service to connect millions of customers with our restaurant and retail partners in Australia and in other countries around the world. Menulog is not a food producer or retailer.

The partners on our platform are independent from Menulog and the vast majority are small, independent restaurants or small chains although we also work with national and international branded restaurant groups and retailers. Our customer base is broad and comes from all walks of life, ordering takeaway and other items at home, in the office or with friends, whenever or wherever they are.

3. Our Company Structure

Menulog is a proud part of the global Just Eat Takeaway.com network, a leading global on-demand delivery company, headquartered in Amsterdam, the Netherlands. With over 335,000 partners in 17 countries, Just Eat Takeaway.com offers consumers a wide variety of everyday convenience choices.

Just Eat Takeaway.com has grown to become a leading online delivery company with operations in Australia, Austria, Belgium, Bulgaria, Canada, Denmark, Germany, Ireland, Israel, Italy, Luxembourg, the Netherlands, Poland, Spain, Slovakia, Switzerland, and the United Kingdom (excluding the US operations which were sold on the 6th of January 2025).

Menulog Pty Limited is a wholly owned direct subsidiary of Menulog Group Limited. Menulog Group Limited is a wholly owned direct subsidiary of Just Eat (Acquisitions) Pty Limited. Just Eat (Acquisitions) Pty Limited is a wholly owned direct subsidiary of Just Eat (Acquisitions) Holding Limited. Just Eat (Acquisitions) Holding Limited is a subsidiary of Just Eat Holding Limited. Just Eat Holding Limited is a wholly owned direct subsidiary of Just Eat Limited. Just Eat Limited is a wholly owned direct subsidiary of Just Eat Takeaway.com B.V. (previously Just Eat [Takeaway.com](#) N.V.) ("JET"), a company domiciled and registered in the Netherlands. In October 2025 Prosus N.V. acquired JET via a recommended public cash offer of EUR 20.30 per share. This resulted in Prosus N.V. controlling JET and the delisting of Just Eat [Takeaway.com](#) N.V. its shares from Euronext Amsterdam.

4. Our Operations

Menulog operated from our Head Office in Tower 3, Level 34, International Towers Sydney, 300 Barangaroo Ave Sydney NSW 2000, with local teams spanning marketing, sales, operations, human resources, finance, analytics, product and technology. Menulog had teams across Australia, as well as onground teams across the countries. Following a strategic decision to prioritise other core markets in the Group, Menulog ceased operations in Australia on November 26, 2025

The majority of our workforce, with the exception of our field sales teams, worked in line with Just Eat Takeaway.com's hybrid working policy.

Menulog uses delivery to complement our marketplace model, enabling us to give customers the widest possible choice. We utilise two different delivery models across the group and in Australia:

- Self delivery - a two-sided marketplace, which means in the majority of cases, the couriers who deliver customers' food to the door are engaged or employed by independent restaurants and retailers
- Independent contractor couriers engaged by Menulog - provides couriers with flexibility on how and when they want to work, depending on the demands

5. Our Supply Chain

Menulog primarily has suppliers in Australia, however we also engage with suppliers in the US, UK, The Netherlands, and some of these suppliers manufacture goods for us in China and Bangladesh.

Menulog procures services to support its business needs, such as software, advertising, marketing, call centre services in Sydney and the Philippines, payment services, order pads and tablets, office real estate, paper bags for restaurants and retailers, telecom and technology services.

In 2025, Menulog used fewer than 130 suppliers - of which, less than 15 'core' suppliers who we prefer to do business with. These 'core' suppliers are spread across industries such as IT software service, media and advertising, call centre services, payment and auditing services, IT hardware and mobile services for partners, merchandise and protective clothing for couriers, packaging for restaurants' use, and rent for offices, and warehousing and logistics across

Australia. A smaller proportion of our 'core' suppliers in the tech and textile space engage with their suppliers in China, the US, the Philippines, Bangladesh and locally in Australia.

6. Our Governance and Policies

Morten Belling, Managing Director of Menulog, directly reports into Andrew Kenny, our Chief Commercial Officer (CCO) as of July 1st 2025, and part of Just Eat Takeaway.com BV Management Board.

To support our zero tolerance stance to modern slavery, we operate in line with our Code of Conduct which sets out the ethical standards and expectations for our own employees, our contractors, business partners and other third parties. Modern Slavery Policy further strengthens our modern slavery prevention efforts, coupled with the Integrity Expectations for Suppliers to ensure we continuously meet our commitment to acting ethically and with integrity in all our business relationships. All company policies were made available to our employees on the Kitchen (Just Eat Takeaway.com's internal communication site). The Code of Conduct, and Supplier Integrity Expectations, are also available for our partners and suppliers on the corporate website - www.justeattakeaway.com

7. Our Speak Up Culture

Your voice matters - Speak Up! This is our motto and we encourage our employees and third parties to Speak Up about any suspected wrongdoing, any unethical practice or breach of our Code of Conduct and its complementing Modern Slavery and Integrity Expectations for Suppliers policies.

We maintain an independent third-party, multilingual Speak Up hotline that operates 24/7, 365 days a year, where anyone, whether it's an employee, an independent contractor, a supplier, a Restaurant, Grocery or Convenience Partner, a shareholder, a customer, member of public, or a relative of any of the above, can raise a concern and report an actual or suspected wrongdoing. Our process is compliant with Whistleblowing legislative requirements and we offer full protection and anonymity to all individuals who report their concerns in good faith. Reports can be made anonymously. All reports submitted through the Speak Up hotline are handled by the Ethics & Compliance team and the team of independent, trained investigators. Just Eat Takeaway.com promotes our Speak Up hotline through our Code of Conduct and its Speak Up Policy. The Policy and the hotline link are available via intranet, the corporate website and on all localised platform's websites. No reports relating to allegations of modern slavery or other human rights violations were received via the Speak Up hotline in Australia in 2025.

8. Risks of Modern Slavery Practices in the Operations and Supply Chains

Menulog takes the potential for modern slavery risks within our business seriously.

We carry out human rights' risk assessment of Just Eat Takeaway.com's supply chain based on the geography where a good or service is physically produced in, and evaluate the geography's modern slavery risk using a scoring mechanism for the likelihood of modern slavery in each country of production. This is important as most of our direct (tier 1) suppliers outsource the manufacture of goods to another third party, so assessing our tier 1 supplier would not be sufficient. The human rights assessments enable us to understand the end manufacturing location of the goods and services that Just Eat Takeaway.com source. Similarly, we categorise

industry risk where there is a higher degree of labour intensive production and low skilled labour.

We concluded that goods produced for Just Eat Takeaway.com in countries such as China and Bangladesh represent the highest risk of modern slavery to Just Eat Takeaway.com's supply chain.

The human rights assessments enable us to understand the end manufacturing location of the goods and services that Just Eat Takeaway.com source. We categorise high risk geographies using a scale of likelihood of modern slavery risk in that country and region, and similarly, categorise industry risk where there is a higher degree of labour intensive production and low skilled labour.

Scores for the two assessments listed above were combined and a final score reflecting the modern slavery risk of that supplier was allocated and subsequent risk criticality ratings were applied.

Accordingly, we found that factory-based manufacturing of IT hardware, and courier equipment like textiles, which are also produced in the high-risk geographies, are the categories with greatest risk of modern slavery to Just Eat Takeaway.com and Menulog.

We had, and continue to have a zero tolerance approach to the imposition of any financial burdens, such as withholding wages or imposing recruitment fees, within our business and supply chains. In the event that allegations of this nature are brought to our attention, we would take swift and appropriate steps to investigate the incident and implement the remediation measures as well as implementing the correcting measures to prevent recurrences. A failure of satisfactory remediated action might lead to a formal termination of our business relationship with the supplier.

9. Actions Taken to Address Modern Slavery Risks

Procurement managed suppliers are taken through a Just Eat Takeaway.com approved process. At supplier selection, this step includes engagement with Infosec, Data Protection, and Ethics and Compliance, with mandatory risk-related questions. Sourcing governance and sustainability make up a significant weighting using our scorecard when aligning vendor selection. Just Eat Takeaway.com holds contracts that can be either short term, longer terms of 36 months, or evergreen.

Our mitigation plan with the identified high- risk suppliers has consisted of growing our mandatory desk-based sustainability audits to determine if our suppliers have suitable labour and human rights policies and practices. Currently 61% of very high risk modern slavery suppliers have undergone a desktop EcoVadis, BCorp, or equivalent, assessment. This was combined with on-site audits that address a range of social, and health & safety issues within the factory to help ensure workers in our value chain are protected from harm.

Just Eat Takeaway.com chose a market-leading independent third party audit partner to carry out the on-site social and health and safety audits on our behalf. The audit partner was chosen through a diligent vetting process which required them to share their own practices that mitigate against bribery & corruption and help ensure integrity in the auditing process.

We completed audits of our current highest risk category factories and now work with the factories and independent auditors to remedy any non-conformances found.

Given that many products we source are produced in China where Uyghur forced labour exists, we incorporate a Modern Slavery Clause into our Goods' contract template that prevents suppliers from operating, or trading with any third party that operates in regions that are subject to modern slavery bans, such as the Xinjiang region of China.

Additionally, we trained our new employees on how to recognise modern slavery symptoms and report modern slavery practices. The onboarding Code of Conduct eLearning course includes examples of modern slavery warning signs. Our employees are directed to either report these incidents to our Global Ethics & Compliance team or via the Speak Up hotline immediately should they observe any breach of human rights.

10. Assessing the Effectiveness of Actions Being Taken to Assess and Address Modern Slavery Risks

Having now carried out on-site audits at these highest risk factories, we have a baseline to measure against and through annual re-auditing, expect to see our factories improve their scores each year.

Factories must also complete the Corrective Action Plans with the independent auditor and if a factory has failed, they must additionally undergo a follow up re-audit to be eligible for further Just Eat Takeaway.com orders.

11. Consultation

Relevant business units of Menulog and Just Eat Takeaway.com have been consulted for the preparation of this statement. Menulog undertook regular consultation and shared learnings internally with representatives of the various teams across Just Eat Takeaway.com.

12. Modern Slavery Statement Approval

This statement was approved and signed by Morten Belling and Michelle Japp as the principal governing body of each of the reporting entities on March 10th, 2026.



Morten Belling
Director
Senior Director Country Management AU/NZ



Michelle Japp
Director
Finance Director AU/NZ