



Modern Slavery Act Statement for 2022

1. Entity Details – Introduction to JDE AU

Jacobs Douwe Egberts AU PTY LTD (JDE AU), ACN 051278409, is a subsidiary of our Dutch based parent Company Jacobs Douwe Egberts Peet's (JDE Peet's).

For more than 269 years, we have been inspired by the belief that it's amazing what can happen over a cup of coffee or tea. Egbert Douwes founded his first coffee outlet in 1753 in Joure, the Netherlands. Over a century later, in 1895, Johan Jacobs opened his first grocery business in Bremen, Germany. And then in 1966, Peet's Coffee® was founded in Berkeley, California by Alfred Peet. Today, JDE Peet's is the world's leading pure-play coffee & tea company, providing customers and consumers with coffee & tea in over 100 markets through a portfolio of over 50 brands, including Australian favourites Moccona, L'OR, Harris, Piazza d'Oro and Campos.

As part of the world's leading pure-play coffee & tea company, JDE AU is proud to set a high standard for ethical and legally compliant behaviour. We are powered by our purpose "to unleash the possibilities of coffee and tea to create a better future", and we strive to embed our values in everything we do to pursue our purpose.

We are committed to respecting all internationally recognised human rights, including those in the ILO Declaration on Fundamental Principles and Rights at Work. We are committed to the effective implementation of the UN Guiding Principles on Business and Human Rights and following the OECD Guidelines for Multinational Enterprises. JDE Peet's is also a signatory of the UN Global Compact.

This statement, the third Modern Slavery Statement for JDE AU, outlines the steps that we, including Campos (Thirty Second Bean Company Pty Ltd) and our parent entity JDE Peet's have taken to identify and mitigate the risk of slavery occurring within any part of our businesses or our supply chains up to and including the financial year ending 31 December 2022, as part of our compliance with the Modern Slavery Act 2018 (Cth).

The term 'modern slavery' encompasses a number of practices and includes slavery, debt bondage, forced labour, child labour, and slavery-like practices and refers to situations of exploitation that a person cannot refuse or leave, because of threats, violence, coercion, abuse of power or deception. Criminal activity can also target vulnerable workers, threatening deportation, retaining passports and withholding wages.



2. Our Operations and Supply Chains

JDE Peet's provides customers and consumers with coffee & tea in more than 100 markets, operating 43 manufacturing facilities worldwide, and employing over 20,000 associates.

JDE Peet's sources approximately 8% of the world's coffee and less than 1% of the world's tea, supplied to manufacturing facilities for high-volume, flexible production. As part of a global business, we rely on an extensive supply chain.

The Australian business, JDE AU, employs some 290 associates locally with a head office in North Sydney, and operates 2 primary roasting sites within Australia, both located in NSW.

JDE AU supplies both the retail and out of home channels, with the majority of sales coming from the supermarket environment, where we have a strong portfolio of products and brands in the leading retailers and across the key coffee categories of Instant Coffee, Coffee Capsules, Roasted Whole Beans, Roast & Ground and Coffee Mixes, with household brand names Moccona, L'OR, Harris, Campos and Sacred Grounds.

Our out of home business covers sales channels including offices, hospitals, universities, hotels and restaurants. Through brands including Piazza d'Oro, Espresso di Manfredi, Campos and Sacred Grounds we are the coffee supplier of choice to some 950 cafes through Australia. During 2022 Campos operated 2 company owned flagship cafes. We also offer a selection of our products through online channels.

Our local manufacturing sites are dedicated to the roasting, grinding and packing of coffee, and supply all JDE AU multi-serve roasted whole beans and roast & ground products for the local market. Green beans are sourced from key coffee growing regions of Central and South America, Asia, and Africa.

Our instant coffee, capsule and coffee mixes products are imported from a number of the 43 JDE global manufacturing facilities, including the Netherlands, France and Thailand.

The majority of the JDE AU direct material supplier base (other than coffee) is packaging materials. Marketing and media make up the majority of our total spend on indirect materials and services. No material changes were made to our supply chain in 2022.

Tea is a small part of the JDE AU portfolio - we have no retail presence with branded tea limited to our out of home business segment where we offer a range of Pickwick black, green and infusion teas.



3. Modern Slavery Risks

We take the protection of human rights in our supply chains extremely seriously, including (gender) discrimination, forced labour, child labour, and all forms of workplace harassment, including sexual harassment and violence. Modern slavery is an abuse of human rights and there is no place in the JDE AU supply chain for any such abuses.

Our business activities impact the communities in which we operate both positively and negatively, and we recognise the need to be intentional in identifying and managing our risks along the value chain, including human rights.

To identify and prioritise environmental, social and governance issues, JDE Peet's has completed a materiality matrix, using the following methodology:

1. Identify material issues
2. Determine importance to business
3. Determine importance to external stakeholders
4. Prioritise

In 2022, the JDE Peet's matrix was reviewed to ensure topics deemed material were still aligned with those of the business and our stakeholders. This review included:

- Collecting internal input from subject matter experts
- Quantitative stakeholder analysis of external expectations
- Considering upcoming regulations and the impact for our company
- Benchmarking industry leaders
- Better alignment with the Global Reporting Initiative (GRI) standards.

The updated materiality map identified the following nine topics that are most material for JDE Peet's, linked to the most relevant GRI standards and the United Nations Sustainable Development Goals (SDGs).

Our most material topics:

- Human rights
- Farmer livelihoods
- Responsible sourcing
- Forest & biodiversity protection
- Climate action
- Sustainable packaging
- Diversity, equity & inclusion
- Product safety and quality
- Ethics and governance



Our most material challenges of human rights, farmer livelihoods and responsible sourcing relate to the supply chains of coffee & tea, JDE Peet's two key raw materials, which are grown in countries that face significant socio-economic and environmental challenges.

Coffee is grown on over 12.5 million farms across more than 70 countries, and more than 80% of the coffee is produced by millions of smallholder farmers, supporting the livelihoods of themselves and their families. Green coffee beans are the raw materials relied on by our local Australian roasteries.

While tea is a small part of the JDE AU portfolio, as with coffee, workers throughout the tea supply chain can experience modern slavery risks such as extreme poverty where they may not earn enough to meet their basic needs, nor those of their families.

To support how we manage these topics, in 2022 JDE Peet's united its ESG agenda under Common Grounds, our CEO-led program that has become the home of our sustainability journey "where you grow, we grow, and coffee & tea grows".

Common Grounds aims to address these value chain challenges by identifying the main issues occurring along the entire supply chain, so that we can work with supply chain participants to develop solutions that ultimately lead to value creation for the company and our stakeholders. Under our Common Grounds Responsible Sourcing program, we aim to address the socio-economic and environmental challenges associated with growing our primary raw materials, through partnerships among farmers, cooperatives, exporters, traders, roasters, civil society, and governments.

During 2022, JDE Peet's made strong progress towards our commitment of 100% responsibly sourced green coffee by 2025, reaching 77% by the end of 2022, a significant improvement compared to the 30% reached in 2021. Key to achieving this was embedding our engagement with Enveritas, a non-profit organisation that verifies coffee purchases against sustainable coffee standards and has pioneered a data-driven approach to sustainability verification.

As part of our focus on responsible sourcing and commitment to human rights, JDE Peet's also made important progress on our ethical sourcing journey along our non-green coffee & tea supply chain. The standards we expect within our own operations and supply chain are laid out in our Supplier Code of Conduct, which is applicable to all our suppliers and in 2022 JDE Peet's formalised our global collaboration with Sedex, the world's largest ethical data exchange platform, to map social and environmental challenges along our global supply chains and manage risks to source more responsibly and improve working conditions.



4. Due Diligence and Addressing Risks

In 2022, JDE Peet's intensified due diligence processes across our supply chain to identify priority issues and take action to prevent and mitigate against the risks.

Addressing our supply chain risks and the significant progress made towards achieving our 100% responsibly sourced coffee & tea was supported by leveraging Global Coffee Platform (GCP)-recognised schemes, where GCP is the custodian of the Sustainable Coffee Reference Code and the only organisation able to accredit responsible coffee sourcing schemes based on the Code, such as through Fairtrade, Rainforest Alliance, Enveritas, and 4C.

The GCP recognises two approaches to reflect the diversity of farmer conditions and the challenges at origins:

- Traditional certification, which continues to play an important role in providing assurance systems for responsibly sourced coffee through the compliance audits to farmers.
- Continuous improvement schemes, which drive industry engagement at origin to support farmers who need it, while delivering resilience and compliance in the supply chain.

JDE Peet's supports a combination of these two approaches in achieving our responsibly sourced goals, with our Common Grounds continuous improvement program underpinned by the Enveritas GCP recognised scheme, bringing transparency to the farmers' practices and risks in our sourcing, while requiring our commitment to address the most challenging issues. This inclusive and innovative approach allows us to reach smallholder coffee farmers, at no cost to them, and identify gaps in their practices.

The Enveritas Standard covers critical requirements that represent major issues including the protection of human rights, international conventions, and other sustainability schemes. The approach has been curated to be practical for producers of all sizes and tailored to local conditions.

Specific to tea, JDE Peet's has a long association and commitment to the Ethical Tea Partnership (ETP), a global membership organisation catalysing long-term, systemic change, to benefit everybody who works in tea – especially people in tea-producing regions.

ETP country-by-country analysis of the issues in tea, including the origin countries' performance against the UN Sustainable Development Goals (SDGs) has identified the prevalent issues in tea are low wages and incomes, unsafe working conditions, gender inequality, inadequate housing, sanitation, nutrition, healthcare, education, and environmentally unsustainable practices.

In addition to supporting ETPs work and shared vision of a thriving tea industry that is socially just and environmentally sustainable, the Pickwick tea blends sold by JDE AU in 2022 were also Fairtrade certified.

This certification demonstrates that the Fairtrade Standards have been met, which are the requirements that producers and the businesses who buy their goods have in place for a product to be Fairtrade certified. For tea this includes that the Fairtrade Standards of fairer terms of trade between farmers and buyers and protection workers' rights have been met along the supply chain, as well as producers receiving both a Fairtrade Minimum Price for their tea, to ensure against sudden price drops that can devastate producers' businesses and a Fairtrade Premium which they decide together with workers how to invest.



Understanding the risks related to the global coffee value chain has helped us identify more precisely the human rights' issues that affect our sourcing regions and take concrete actions to address them and in 2022 we published our new Human Rights Policy which covers the areas of (gender) discrimination, forced labour, child labour, collective bargaining, fair wages, human treatment, and safe working conditions. This policy governs our own operations and also serves as a basis by which we continue to increase expectations and perform human rights due diligence throughout the supply chain. We have signed up to the UN Global Compact in support of and respect for the protection of internationally proclaimed human rights standards, such as the UN Universal Declaration on Human Rights and the ILO Declaration on Fundamental Rights and Principles at Work to ensure that we are not complicit in such abuses either upstream or downstream in our operations.

JDE Peet's also reaffirmed engagement and increased investment into World Coffee Research (WCR), supporting collaborative coffee agricultural research to grow, protect, and enhance supplies of quality coffee while improving the livelihoods of the families who produce it.

JDE Peet's commitment to protect human rights and the key issues relating to our business and supply chain are set out in this new Human Rights Policy and our Codes of Conduct, which apply to all employees worldwide, as well as agents, consultants, contractors and suppliers.

We expect all employees to fully live up to the company's values, to be accountable for their own behaviour and to act with integrity and respect at all times. Our Codes of Conduct underline our commitment to ethical behaviour and compliance with laws and regulations in the countries in which we operate and serve to foster a culture of integrity, ethics and legal compliance.

We also expect all our suppliers to uphold the same standards to protect human rights in their own operations and to undertake their own supply chain due diligence. Our Supplier Code of Conduct also lays out our expectations that all our suppliers are expected to develop and implement similar policy and risk-based due diligence processes over their own supply chains.

Failure to adhere to these policies may result in disciplinary actions, up to and including termination of employment or supplier partnership, as applicable.



5. Monitor, Maintain and Measure

Our multi-step approach to modern slavery involves identifying and assessing human rights risks in our supply chains, monitoring compliance with our sourcing principles and implementation of our responsible sourcing program.

Internally JDE Peet's has established three working groups to address human rights issues in key areas:

- Coffee & tea sourcing.
- Own operations/manufacturing.
- procurement of other goods and services.

These are overseen and advised by steering committees composed of senior management. Each working group is charged with defining a suitable human rights due diligence programme approach for its area, which will subsequently be cascaded to all relevant segments and markets. We have engaged an external specialised human rights advisory firm to help design priorities and an annual working plan to bring our human rights commitments to life, including a training program, governance framework for reporting and deciding on any critical non-compliances, grievance mechanisms, and remediation of negative impacts. Each working group will report to its steering committee on key issues in its area of responsibility, progress made, and relevant next steps.

The local JDE AU business not only deploys the globally defined policies and controls but also has direct working group representation and our own Compliance Council, chaired by the Compliance Officer.

Coffee & Tea Sourcing

80% of the world's coffee is grown by smallholder farmers, the majority of whom are in rural areas with limited access to infrastructure and services. As such we conduct Independent Origin Issue Assessments which include on-the-ground country risk assessments to identify the biggest risks in our supply chains and field surveys with a very large representative size of coffee farmers supplying into our green coffee purchases.

In 2022, for our sourcing included under the Enveritas scheme, over 40,000 farm assessments in 22 origins were conducted. We accessed detailed insights on farmers' challenges to focus our farmer initiatives and identify further actions we can take to improve our coffee value chain. This provides us with greater visibility on the ground. We then share the findings with our suppliers and together turn the insights into action plans and multi-year projects to enable us to source with a positive impact.

Under Common Grounds, we partner with farming communities, suppliers, non-governmental organisations and local government bodies to deliver smallholder farmer programmes that implement sustainable and regenerative farming practices, including climate-smart agriculture, crop quality, biodiversity and farmer livelihoods. This contributes to resilient environmental and socio-economic systems that are necessary to nurture and safeguard our collective future in this changing world. In 2022, we reached more than 119,800 smallholder farmers across 61 projects globally and launched several new projects with our partners. This exceeded the JDE Peet's 2025 commitment early, having reached more than 590,000 smallholder farmers since 2015.



Examples of current programmes that address human rights risks in our supply chain include:

- Honduras – partnering with World Vision
- Vietnam – partnering with suppliers and Rainforest Alliance
- Brazil - partnering with labour organisation Verite, on a toolkit for responsible labour practices
- India (tea) - partnership with the Ethical Tea Partnership and UNICEF
- Malawi (tea) – providing access to quality and safe schools for children in our supply chain

Own Operations/Manufacturing

To verify the implementation of our new Human Rights Policy, Sedex self-assessment questionnaires (SAQ's) are being undertaken for our own sites, enabling us to better understand the human rights risks and labour standards in our operations as we work to design and implement a robust program of human rights risk management for our own operations. This is in addition to our internal health and safety audits.

The JDE AU local roastery in Kingsgrove, Sydney was used as a pilot for this exercise in 2022 and was the first of any JDE Peet's manufacturing locations globally to complete the SAQ.

The insights from these self-assessment questionnaires are being reviewed and will allow us to monitor and evaluate the risks in our manufacturing sites and take appropriate action, including Sedex Members Ethical Trade Audits (SMETA) where needed, to prevent and mitigate potential human rights impacts, and remediate any actual impacts if found.

Our Sedex achievements in 2022:

- A. Established a risk-based implementation approach for our own sites, with the priority focus on our sites in the APAC and LARMEA regions
- B. Piloted the use of Sedex Self-Assessment Questionnaire (SAQ) on management of social and environmental risks which was completed by our manufacturing unit in Kingsgrove, Australia.

Next steps:

- A. Sedex SAQ to be completed by remaining manufacturing units.
- B. Following the completion of these SAQs, the results (including any potential human rights-related risks) will be assessed and a remediation action plan (including the priority of the audits) will be determined for each manufacturing unit.



Procurement of other goods and services

JDE Peet's membership of the Sedex platform allows links with suppliers to enable the sharing of site-specific human rights risk and ethical audit information. In 2022 a human rights supplier due diligence program for non-coffee and tea suppliers was designed and a risk mapping exercise conducted, assessing more than 10,000 JDE Peet's supplier locations on the basis of inherent human rights risk, based on location and industry activity. This considered six indicators on environment and business ethics and the Sedex platform which contains eight of the most serious human rights risks, aligned with the ILO Conventions:

- Forced labour
- Discrimination
- Freedom of association
- Gender
- Children & young workers
- Regular employment
- Working hours
- Health safety & hygiene.

Suppliers were then categorised on their combined risk score and our annual spend with them, allowing us to identify high, medium and low risk suppliers. Of the supplier locations assessed at least 8,000 unique supplier locations were a combination of low risk and low spend, with a short-term target now to gain access to the Self-Assessment and SMETA ethical audit reports available through the Sedex platform for prioritised high-risk suppliers.

This will allow us to progress our understanding on the human rights risks present in our supply chain on both a site-by-site basis and in aggregate, enabling us to design and implement an effective human rights due diligence program and investigate potential impacts before they materialise.

6. Training, Awareness, Consultation and Collaboration

Stakeholder engagement is about caring. We care about coffee that delights our consumers, drives value for our business and stakeholders and fuels the life of our farmers. We care about people, from farmers to our employees, that strive every day to deliver our ambitions and create a better future.

JDE Peet's stakeholders are diverse, ranging from the farmers who grow the coffee & tea used in our products, to our suppliers, customers and consumers, our employees, our shareholders and credit rating agencies. Our inclusive approach to stakeholders means that we listen and interact with them in various ways, but always with the aim of enriching our journey with their unique perspective on the company, its challenges and opportunities.

Our engagement in our organisation and along the value chain ranges from having regular, ongoing interaction to engaged projects and collaboration. This enables us to draw on stakeholders' expertise to improve and deliver priorities for long-term value creation, and to better anticipate risks.



As we move forward with our common grounds journey, stakeholder engagement is becoming increasingly critical since scale and focus will drive impact to create a better future. Smallholder farmers are the foundation of our coffee and tea production. More than 80% of the world's coffee is produced by millions of smallholder farmers, and if they are to prosper and secure the future of coffee it is critical they are supported. On pre-competitive topics, such as smallholder farmers, we are increasing collaboration with all actors along the supply chain to identify and deploy at-scale solutions for the future.

We regularly engage with our suppliers through direct conversations, comprehensive supplier engagement sessions as well as in collaborative industry forums. Our responsible sourcing program provides farmer training and tools and techniques that help smallholder farmers adapt and mitigate against locally relevant challenges. The programs we set up together with our partners include access to services and inputs, such as agroforestry techniques, safe use and application of agrochemicals, and putting in place measures to safeguard human rights initiatives.

The farmer training programs are designed in collaboration with our partners who align and work towards local priorities in a structured, action-oriented way to drive continuous improvement in the supply chain.

For employees we regularly conduct compliance e-learning courses on topics such as ethical behaviour and principles, competition law, anti-bribery and corruption, and human rights. Such training courses are being mandated for all our employees who have an email address and access to our Learning Management System. For those employees without such access, such as certain employees working in manufacturing units, we offer shared laptops or conduct in-person training sessions. We also regularly conduct face-to-face training courses for selected target groups.

The turbulent events of the last few years have impacted employees' health and well-being. Returning to the office, re-connecting with fellow employees and finding the right balance in a hybrid working model were important aspects of our employee experience in 2022. Our employees were keen to re-connect with their teams and re-engage with peers and colleagues over a cup of coffee or tea in the office. In 2022, our employee engagement journey continued with a survey that included additional questions on well-being and diversity, equity and inclusion. We engaged with our employees in multiple ways and through various channels, with a strong increase in the use of online collaboration tools. Ongoing meetings and town hall meetings keep employees up to date with key issues and developments.

We raise awareness of our codes and policies on an ongoing basis through various channels and encourage a speak-up culture. We encourage everyone, including external business partners, such as suppliers, to express any concerns they might have regarding possible violations of our Codes of Conduct, our company's policies, the law or our values. Our Speak Up Policy is translated into the languages used along our value chain, thus ensuring its accessibility to different stakeholders.

We use different channels within our Speak Up line to report concerns, including an online reporting tool (hosted by an independent service provider) and phone number for Australia and for each country in which we operate that appear on JDE Peet's Speak Up landing page to enable our employees, suppliers and other stakeholders to easily raise concerns. Additionally, we have a dedicated email address that can be used to report potential ethical or compliance concerns or to seek guidance. Employees and external stakeholders can also report breaches or concerns anonymously.



All reports are treated confidentially and are followed up by providing feedback to the reporting party or, when required, promptly investigated so that any appropriate remedial action can be taken. We do not tolerate any retaliation against anyone who files a report in good faith.

The Global Compliance Council, which is led by our Global Compliance Officer and comprises the Chief Legal and Corporate Affairs Officer, the Chief Financial Officer, the Global Director Group Control, the Internal Audit Director, and the Chief Human Resources Officer, issues a quarterly report to the Audit Committee of the Board on key compliance issues pertaining to the last quarter (including any material speak-up reports).

Most of the speak up reports received in 2022 related to routine human resources issues. All received reports were promptly followed-up and investigated as required. In 2022, there were no speak up complaints which revealed any material compliance or material ethical issues.

NGOs also continue to campaign and advocate for improved livelihoods of smallholder farmers, a reduction in the impact on the environment, as well as for stronger climate action. Recent global developments – including rising energy prices, high inflation, and the pandemic – have heightened concerns around poverty and inequality, especially in agricultural supply chains. At the same time, NGOs are important partners in our responsible sourcing program under Common Grounds, supporting or implementing many of our projects to help smallholder farmers on the ground.

Several of the new projects launched in 2022 through Common Grounds are run in partnership with NGOs and others to address key sustainability challenges in the specific countries from where we source from.

JDE Peet's is an active member of the European Coffee Federation (ECF), the representative organisation for the European coffee trade and industry. The industry is focused on a number of issues, from sustainable agriculture and supply chain transparency, to climate change mitigation and biodiversity protection. In addition to participating in the ECF, JDE Peet's is active in various national trade associations and the Global Coffee Platform (GCP) to tackle the complex challenges across the entire value chain.

Governments are typically engaged with indirectly through industry and trade associations, such as the ECF. In addition, JDE Peet's enters into public-private partnerships with organisations such as the United States Agency for International Development (USAID) and The Sustainable Trade Initiative (IDH) as we implement Common Grounds projects. Modern slavery risks are systemic challenges and require coordinated action and investments. JDE Peet's is a founding signatory of the International Coffee Organization's 'London Declaration', and an active member of the Coffee Public-Private Task Force (CPPTF). The CPPTF has a clearly defined roadmap and technical work streams towards achieving a prosperous, sustainable and inclusive coffee sector. At the 4th CEO and Global Leaders Forum in 2022 JDE Peet's reaffirmed commitment to take steps towards achieving the goals and objectives of the 'London Declaration' in line with the 2020-2030 Roadmap.

Following the acquisition of the Australian Campos business in 2021 there has been active engagement throughout 2022 on the topics of human rights and modern slavery with both local JDE AU associates and members of the JDE Peet's central coffee & tea and sustainability teams. This has supported greater understanding of the existing due diligence programs in place and a sharing of the JDE Peet's approach to managing modern slavery risks with Campos green coffee suppliers. As a result, all Campos green bean sourcing is actively being reviewed through the Enveritas program and we expect that this can be 100% verified responsibly sourced in line with or earlier than the global target of 2025.



8. Conclusion

Across JDE AU, we strive to live up to and embody the values and principles-based culture at the core of our Human Rights policy and Codes of Conduct. Our values - discipline, simplicity, solidarity, entrepreneurship and accountability - guide us in our everyday dealings with colleagues, customers, consumers, suppliers, shareholders and the communities we serve.

We believe responsible sourcing is about understanding our supply chain and taking action to avoid and mitigate the risk of negative impacts when sourcing agricultural commodities. Our responsible sourcing program and principles, human rights policy and Codes of Conduct address the key risks we have identified, such as working conditions, environmental practices, safety standards and human rights.

For many suppliers and smallholder farmers, 2022 was a challenging year. With the global pandemic still being felt, the world was faced with rising energy and fertiliser costs, high inflation, ongoing global logistics disruptions, and the war in Ukraine. The coffee supply chain was also hit by weather-related production shortfalls in countries like Brazil, Colombia, Honduras, and Peru.

We are committed to complying with all applicable laws and regulations and in 2022 made strong progress on topics including human rights, sustainable agriculture and ethics & governance. We are achieving our responsibly sourced commitments through supply chain transparency, risk assessment, actions to mitigate and monitoring, evaluation and learning.

This progress, and other improvements that have been achieved across the entire ESG spectrum to date, has resulted in multiple significant rating upgrades of JDE Peet's by leading ESG rating agencies throughout 2022.

While this statement summarises the significant progress that JDE AU and our parent company JDE Peet's has been made on addressing human rights and labour issues in our value chain, instances of Modern Slavery, including child and forced labour remain in global agricultural sectors such as coffee & tea.

In 2023, we will continue our journey towards 100% responsibly sourced raw materials. We are also expanding our risk-based approach for human rights across our supply chains and look forward to providing further ongoing updates through future annual Modern Slavery Statements as we progress year on year with these complex issues through prevention, raising awareness and continuous improvement.

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) and constitutes the JDE AU modern slavery statement for the financial year ending 2022. JDE AU considers that its Board of Directors are its principal governing body for the purpose of the Act. This modern slavery statement was considered and approved of by the Board of Directors of JDE AU.

Date of Board approval: 23 Jun 2023

DocuSigned by:

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ALBERTO MONCAU HAJZLER

General Manager ANZ 22/6/2023

Date Signed