

# Modern Slavery Statement 2023

**KAGOME**

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## Introduction

We believe that all people have the right to live and work in conditions free from slavery, servitude, forced labour and human trafficking. As a responsible and ethical business, Kagome Australia acknowledges the significant risk of modern slavery in global supply chains and we are committed to identifying, preventing and mitigating this risk in our operations and supply chains.

This statement serves as our first annual modern slavery statement and outlines our approach and efforts to address modern slavery in accordance with the Australian Modern Slavery Act 2018. We recognise the importance of transparency, accountability and collaboration with our stakeholders in this journey and we are committed to continuously improving our practices to combat modern slavery in all its forms.



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## Structure, Operations and Supply Chains

Kagome Australia is a subsidiary of Kagome Co. Ltd, a Japanese multinational food manufacturer. Kagome Australia operates in the food industry, primarily producing fruit and vegetable-based products such as paste, diced tomatoes, sauces and powders for B2B and foodservice channels.

Operations are primarily located in regional Victoria and New South Wales, where the company operates a processing facility and has various farming locations. The company sources numerous fruit and vegetable raw materials from local growers in Victoria and New South Wales. Additionally the company sources its packaging materials and other ingredients inputs from suppliers in Australia, Asia, Europe and South America.

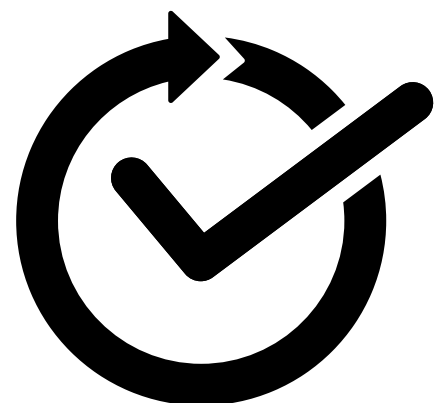


## Modern Slavery Practices

We have developed a comprehensive Human Rights policy that aligns with the Australian Modern Slavery Act 2018 and the UN Global Compact as a guiding framework. Additionally we have been a member of Sedex (empowering responsible supply chains) since 2017 and passed our first SMETA audit in 2023.

Kagome Australia expects all employees to observe the highest of standards of ethics, integrity and behaviour. This expectation is reflected in our core values and the following policies and procedures to ensure a fair and ethical workplace.

- Code of conduct
- Anti-discrimination & harassment policy
- Recruitment policy
- Whistle-blower policy
- Workplace health & safety policy
- Employee assistance program



## Next Steps

We are committed to continuous improvement in our efforts to combat modern slavery and will regularly review and update our policies and procedures to ensure they remain effective in addressing modern slavery risks.

During the review, consultation and preparation of this statement there were several areas for improvement identified. In the coming financial year we intend to focus our efforts on the following improvement opportunities.

- Conducting risk assessments to identify areas of potential modern slavery risks
- Include modern slavery clauses in our standard terms and conditions for procurement of goods and services
- Providing training to our employees on modern slavery awareness and prevention
- Working towards certification under ISO 45001



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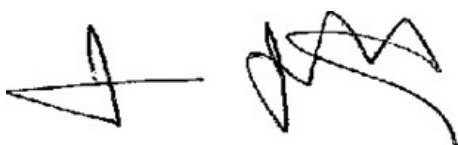
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## Consultation

We recognise the importance of collaboration with our stakeholders including customers, employees and suppliers in our efforts to combat modern slavery. We are committed to engaging with them to enhance our understanding of modern slavery risks and to develop effective strategies to eliminate them.

This statement has been prepared in consultation with relevant subject-matter experts within Kagome Australia and has been reviewed and approved for publishing by Kagome Australia's board of directors.



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Jason Fritsch  
CEO & Director  
Kagome Australia

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Yoshikazu Watanabe  
Director  
Kagome Australia