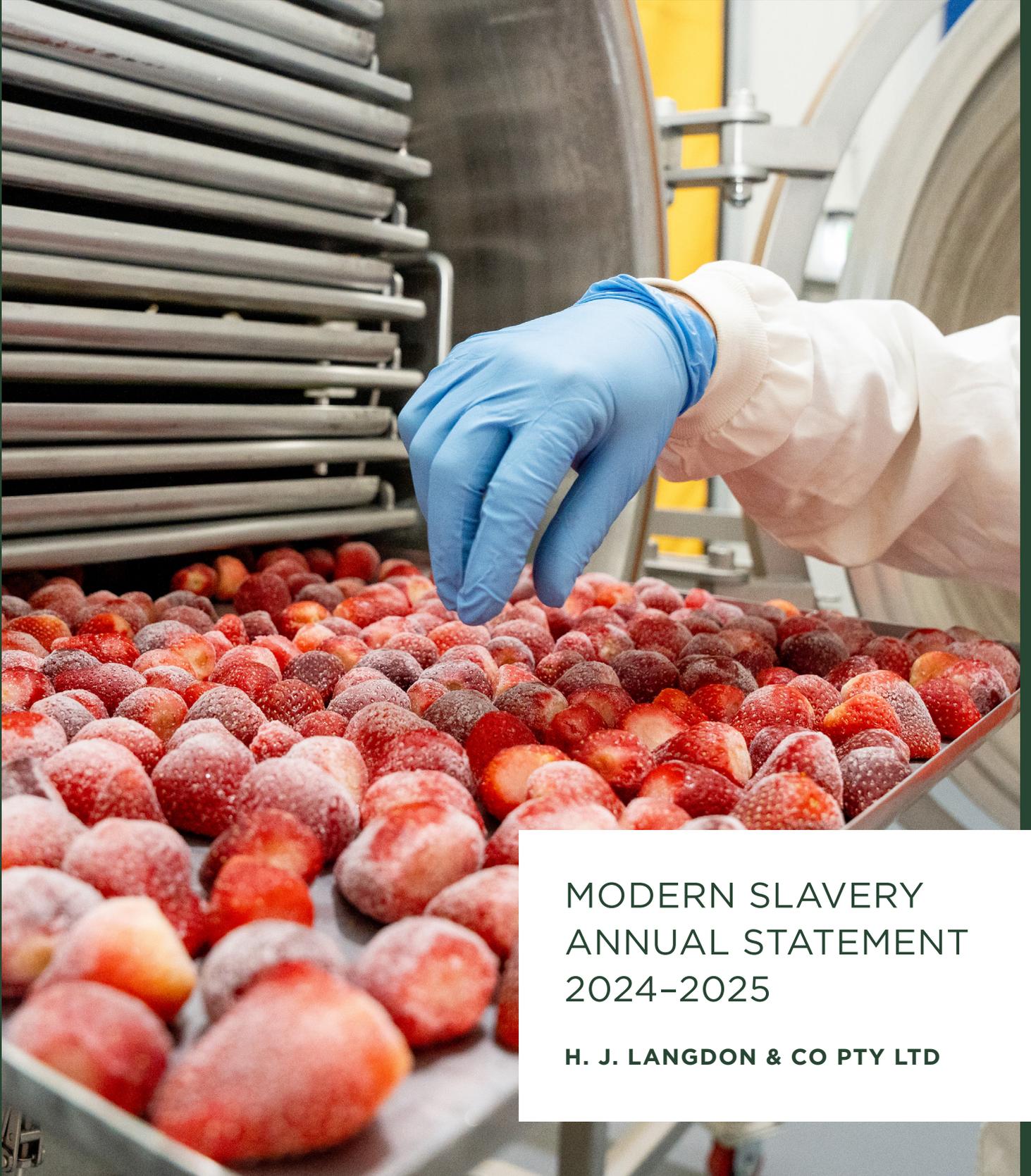


ESTD 1852

LANGDON

A WORLD OF TASTE



MODERN SLAVERY ANNUAL STATEMENT 2024-2025

H. J. LANGDON & CO PTY LTD

hjangdon.com

Australia | New Zealand | United Kingdom | Ireland | Singapore | Thailand

MODERN SLAVERY REPORT

SPEAK UP WITH CONFIDENCE - SPEAK UP LANGDON

In our commitment to fostering an open and transparent workplace, we encourage you to raise any concerns that may affect our adherence to company values. To report a concern:



Leave a confidential message
at (+61) 3 8360 1987



speakup@hjangdon.com

All reports are treated with utmost confidentiality, unless express permission for disclosure is granted by the reporter. **Your voice matters; help us uphold our commitment to a safe and ethical workplace.**

OUR COMMITMENT

H. J. Langdon & Co Pty Ltd is committed to upholding the principles of ethical sourcing and human rights across its global operations and supply chains. As a fifth-generation family-owned enterprise, we recognise our responsibility to combat modern slavery and ensure transparency in our procurement practices.

During the 2024–2025 reporting period, we strengthened our approach to identifying and mitigating modern slavery risks by fully integrating SEDEX AB-level membership into our vendor assurance process, expanding our supplier audits, and enhancing training across key roles. We completed a SMETA 4 Pillar audit at our Derrimut production and warehouse site, reinforcing our commitment to ethical business practices.

Compared to the previous year, we have made measurable progress in risk assessment, supplier engagement, and continuous improvement. Notably, we maintained zero findings of modern slavery among our high-risk suppliers.

Looking ahead, we remain focused on expanding our due diligence across service providers, improving data integration across the Langdon Group, and supporting high-risk suppliers in reducing their exposure. Our Environmental and Social Responsibility (ESR) framework continues to guide our efforts, ensuring that our values are embedded in every aspect of our operations. We have maintained our collaboration with suppliers to positively influence and improve our social and ethical performance across the supply chain.

This statement is made pursuant to the Australian Modern Slavery Act 2018 and outlines the actions taken by H. J. Langdon & Co Pty Ltd during the 2024–2025 financial year to identify, assess, and address risks of modern slavery in our operations and supply chains. It has been approved by the Board of Directors and signed by our CEO, Chris Langdon.



ABOUT H. J. LANGDON AND CO PTY LTD

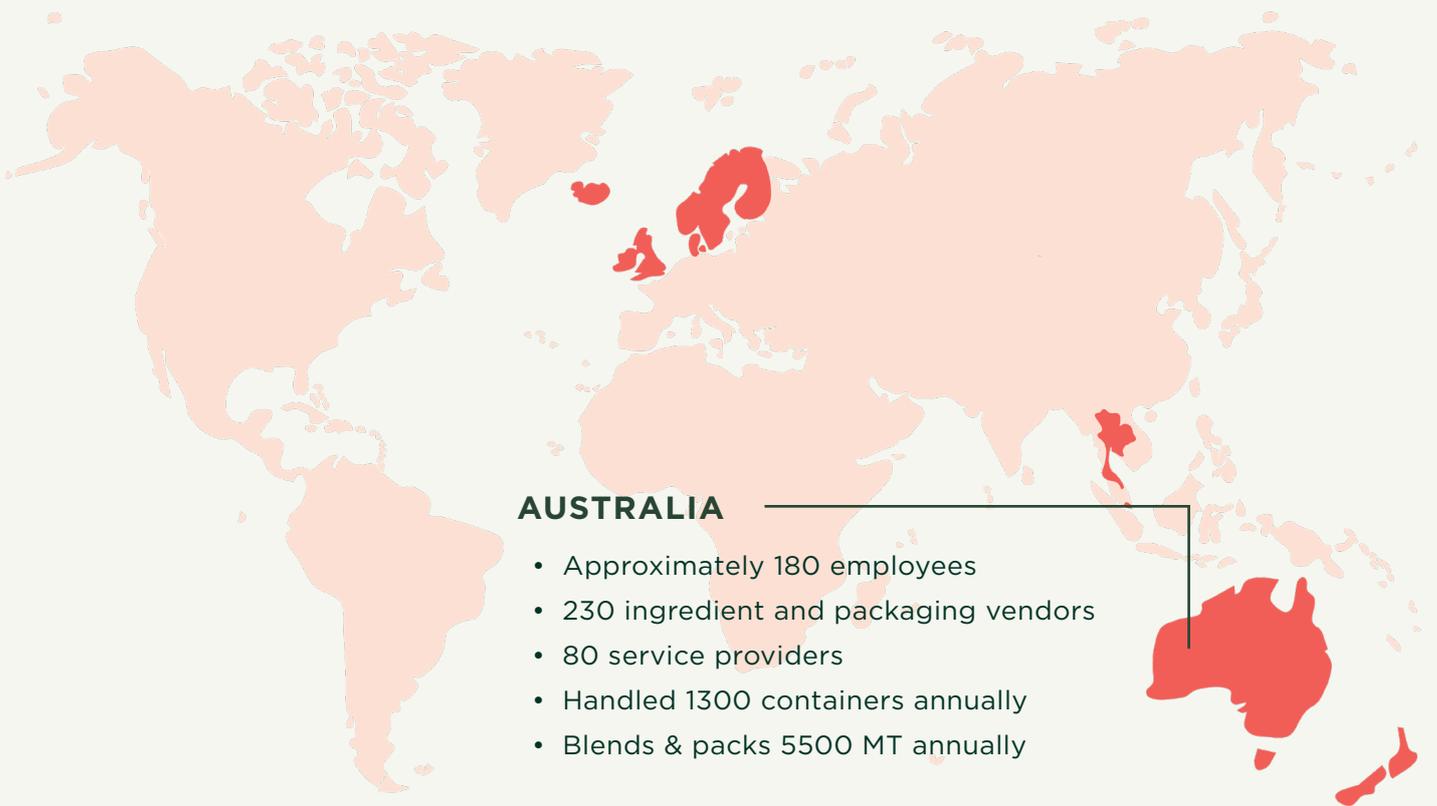
H. J. Langdon & Co Pty Ltd is a fifth-generation family-owned enterprise, founded in 1852 in Melbourne, Australia. H. J. Langdon & Co Pty Ltd is a subsidiary of Langdon Group Limited.

Under Langdon Group Limited we operate across:

- Australia
- New Zealand
- United Kingdom
- Ireland
- Singapore
- Thailand

We are a leading importer and distributor of food ingredients, produced local and globally.

Our Derrimut site, which serves as our head office, is a manufacturing and warehouse facility. It produces dry blended food products for both intermediate and finished product use. These are packed into various formats from bulk to individual retail units and supplied to manufacturers, food service providers, and retail outlets.



The Company has a strong reputation in supplying high quality, ethically sourced ingredients supported by global certifications. Our supply chain includes manufacturers, traders, and processors of food ingredients such as herbs, spices, sweeteners, grains, botanicals, and organics. These products originate from diverse regions including Europe, Africa, Asia, and the Americas. Our service providers include Labour agency groups, Logistics providers, Audit bodies, Service contractors and more.

POTENTIAL RISKS OF MODERN SLAVERY

As previously reported, we recognise that the primary exposure to modern slavery risk lies within our global ingredient supply chain. We understand risk indicators for Modern Slavery to be:

- countries with conflict
- countries with state-imposed forced labour
- regions with high migrant or low-skilled labour populations
- complex supply chains with limited visibility
- operations that rely on third party labour sources

The global procurement process for food ingredients is highly complex, involving multiple layers of suppliers, processors, and distributors. As identified in last year's report, our supply chain consists of four tiers: Tier 1 (Direct Suppliers), Tier 2 (Secondary Suppliers), Tier 3 (Primary Processing & Manufacturers), and Tier 4 (Raw Materials). Each tier adds layers of complexity due to the involvement of various farms, processors, and geographic regions.

Our service providers include Labour agency groups, Logistics providers, Audit bodies, Service contractors and more.



TIER 1 DIRECT SUPPLIERS

- Manufacturers
- Distributors
- Traders



TIER 2 SECONDARY SUPPLIERS

- Blending & packing facility (intermediate & finished blends)
- Secondary processing plants (refining, processing)



TIER 3 PRIMARY PROCESSING & MANUFACTURERS

- Manufacturing (intermediate & finished)
- Sorting, cleaning, grading



TIER 4 RAW MATERIALS

- Agricultural growers harvesting operations
- Primary processing (sorting, cleaning, grading)

Commodities identified as high risk, such as cocoa, palm oil, coffee, soy, and rice, are often purchased from suppliers participating in certified programs like the Rainforest Alliance (RFA) and Roundtable on Sustainable Palm Oil (RSPO), which help verify ethical practices in their supply chains.

POTENTIAL RISKS OF MODERN SLAVERY

In FY2024-25, approximately **20% of our audited suppliers** were classified as **high-risk** based on SEDEX SMETA 4 Pillar audits. These suppliers are primarily located in **Australia, the United States, and India**, reflecting the geographic diversity and operational complexity of our supply chain.

While no instances of modern slavery were identified, the audits revealed **non-conformances primarily related to health and safety management systems** — such as gaps in hazard identification, training documentation, and workplace safety protocols. These findings offer valuable insights beyond traditional food industry priorities, which have historically focused on quality and food safety.

This level of scrutiny has enabled us to develop a **more nuanced understanding of our suppliers' operational environments**, presenting new opportunities for engagement and improvement. By broadening our lens to include social and workplace conditions, we are better positioned to support our suppliers in building more resilient, ethical, and safe practices across the supply chain.



OUR ACTIONS

To effectively address the risks of modern slavery, H. J. Langdon & Co Pty Ltd has implemented a comprehensive set of actions that span due diligence, training, and remediation. These measures are designed to strengthen our supply chain oversight and ensure ethical practices are upheld.



DUE DILIGENCE AND RISK ASSESSMENT

- Linking suppliers with SEDEX SAQ
- Vendor approval process
- Reviewing supplier SMETA Audits
- Undertaking a SMETA audit
- Labour hire audits
- Responsible sourcing RSPO and RFA product certification



POLICY AND PROGRAM SUPPORT

- PR33-015 Modern Slavery
- POL33-013 Langdon Code of Conduct
- POL33-39 Langdon Supplier Code of Conduct
- POL33-038 Whistleblower
- POL33-006 Diversity and Inclusion
- POL33-010 OH&S Policy
- POL33-015 Bullying and Harassment Policy



TRAINING AND AWARENESS

- Annual Modern Slavery awareness training
- Updated training modules
- Ongoing education
- Policy support training



REMEDATION AND CONTINUOUS IMPROVEMENT

- Supplier engagement and remediation
- Non-conformance tracking
- ESR goals including Langdon Green

EVALUATING IMPACT

EVALUATING THE IMPACT OF OUR INITIATIVE

Evaluating the effectiveness of our modern slavery initiatives is critical to ensuring continuous improvement. We use a variety of tools and audits to measure the impact of our actions and identify areas for enhancement.

Our annual Modern Slavery Review provides the most significant insights. Based on our review we have significantly improved our visibility of SEDEX linked suppliers gaining access to their SMETA audits and corrective actions. Vigilant monitoring of SMETA reports has helped us identify trends in Health and safety non-conformances.

Our Labour agency audits combined with the Derrimut SMETA audit provided opportunities to improve dialogue and clarify standards regarding labour and contract management. Remediation between parties has supported effective closure of non-conformances.

Policies, procedures and compliance to applicable certifications and regulations supporting our adherence to Modern Slavery expectations are thoroughly reviewed annually as part of our Quality Management System.



CONSULTATION AND NEXT STEPS

This statement was developed in consultation with key stakeholders across our business units and supply chain. The Head of Group Policy, Vendor Assurance Manager, and Legal Counsel collaborated to ensure alignment with legislative requirements and Langdon's ethical standards.

Looking forward, H. J. Langdon & Co Pty Ltd remains committed to advancing our modern slavery risk management strategies. We aim to build on our current initiatives and explore new opportunities to strengthen ethical sourcing and supplier engagement.

In the next reporting period, we aim to:

- Support high-risk suppliers
- Expand SEDEX integration
- Expand service provider risk assessments
- Continue labour hire audits
- Deliver ESR goals
- Enhance supplier data analysis

APPROVAL

This statement was approved by the Board of H. J. Langdon & Co Pty Ltd and signed by:



Chris Langdon
Director & CEO
Date: 19/12/2025