

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

Written Resolution of the Directors of the Company

June 28, 2024

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


Scott Hanigan

Date: June 28, 2024

Date: June 28, 2024

EXHIBIT A

2023

Martin Brower Modern Slavery Statement



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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: 4
Reporting Period: 1 January 2023 – 31 December 2023 (Calendar Year 2023)

Martin Brower Australia Overview

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

Martin Brower supports the goals of the Act and takes seriously our responsibility to act with due diligence to avoid infringing on the human rights of others and address any impact on human rights if they occur.

This statement was developed in consultation with Martin Brower’s supply chain, finance and legal departments. Additionally, the quality compliance and legal departments of our customer, McDonald’s Corporation, were engaged regarding the assessment and compliance outcomes of the McDonald’s system suppliers. There are no entities that are owned or controlled by Martin Brower, nor is Martin Brower covered by any other reporting entity’s statement.

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

At Martin Brower, we actively uphold human rights and work to prevent any violation of others’ human rights through the policies and procedures we have established. We are committed to establishing safe, inclusive, and respectful work environments wherever we conduct business. We value the fundamental rights of our employees and all who work within our supply chain, which encompass freedom from slavery and child labour, the freedom to associate (or not associate) and engage in collective bargaining, equal opportunities for all, a safe and healthy workplace, and freedom from discrimination and harassment.

Martin Brower continues to develop and expand our understanding of the risks associated with modern slavery and to identify the areas within our operations and broader supply chain to comply with applicable laws. We are focused on collaborating across our business and supply chain to implement appropriate practices that mitigate and address potential risks.

Modern slavery is completely unacceptable within our organization and supply chains. Martin Brower acknowledges our responsibility to uphold the rights of individuals working for our company, as well as those associated with suppliers and business partners who prioritise human rights for their own employees. Recognising that human rights issues require multifaceted approaches, we consider it crucial to engage with all stakeholders to promote awareness and foster understanding.

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.

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 has 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.

-  700 Employees
-  8 Distribution Centers
-  1,196 Locations Served

C A R E S

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 different supply chain model than other logistic providers. Martin Brower is a vital link for our customer and their suppliers in the end-to-end network. The services we offer begin at the very start of the

supply chain with Martin Brower purchasing and warehousing stock from our customer's suppliers, all the way through to delivery to the customer, ensuring an assured supply is achieved. This means that our suppliers can be broken down into two clear categories, the first being suppliers to our customer (System Suppliers) and the other being Martin Brower only suppliers (Non-System Suppliers).

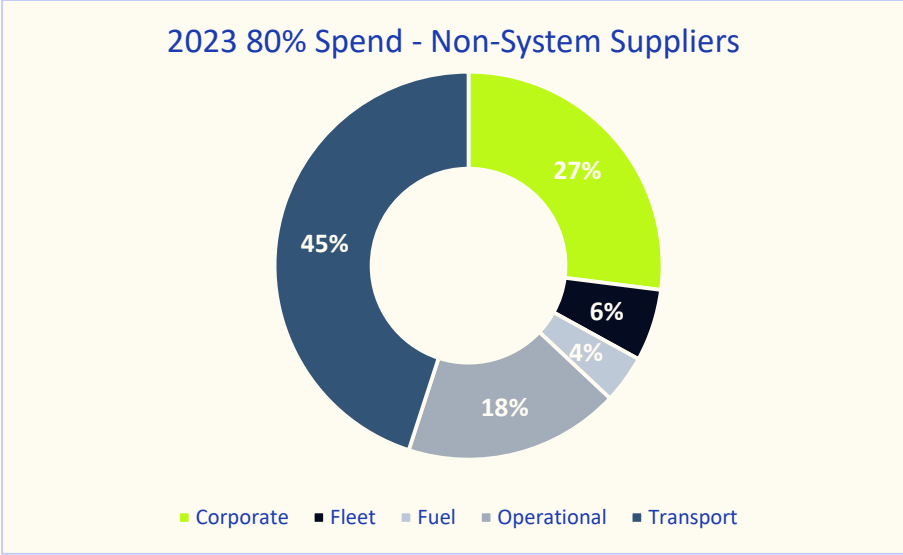
Non-System Suppliers Overview

The Martin Brower supply chain includes sourcing goods and services for Martin Brower from close to 2,000 suppliers, of which approximately 650 are active suppliers (active supplier being defined as one receiving payment within the reporting period). The majority of our non-system supplier spend in calendar year 2023 was through suppliers operating within Australia. Our supplier base includes multiple local contract transport companies and labour hire agencies who provide important services to our business.

Whilst our direct suppliers are registered Australian entities operating in Australia, inputs acquired by these suppliers originate from multiple geographic locations, such as Sweden, China and other parts of Asia which could potentially present modern slavery risks infiltrating the supply chain.

Our sourcing arrangement for 2023 includes goods and services such as fleet and parts, consumables, IT equipment, protective gear, uniform, packaging/wrapping, logistics contractors, agency labour, cleaning contractors, security service, tyres and fuel.

In Australia for the calendar year 2023, 51 suppliers made up 80% of our total non-system supplier spend. Transport suppliers, including various logistics contractors, was the largest portion of this spend at 45%. Corporate suppliers, including labour agencies and IT suppliers, followed at 27% of the annual spend.



Modern Slavery Risk Identification, Assessment & Action

A significant area of potential risk to modern slavery within Martin Brower's supply chain falls in the extensive use of contracting and sub-contracting services, as demonstrated by our annual spend. To mitigate Martin Brower's exposure in this regard, we use preferred global manufacturers and brands who themselves are required to report through the Act.

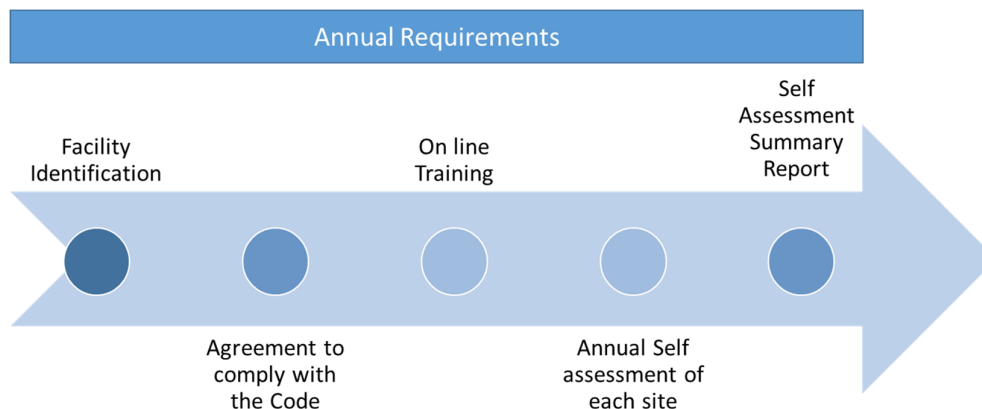
Just like our customer, we expect all suppliers, regardless of the cultural, social and economic context, to meet expectations of fundamental rights for all people. This means treating their employees with fairness, respect and dignity, and following practices that protect health and safety for the people working in their facilities.

Risk Identification Activities – System Suppliers

Supplier Workplace Accountability (SWA) Program

Our customer has a Supplier Workplace Accountability (SWA) program with which all system suppliers, including Martin Brower, are required to comply. In 2023 this independent audit was undertaken by Intertek. The main purpose of the SWA program is to help suppliers and facilities understand their responsibilities, to verify facilities' ability to demonstrate compliance with these standards and to work together for continual improvement.

The SWA program has the following steps which are required to be undertaken:



System suppliers are also required to comply with the customer's supplier Code of Conduct which outlines minimum expectations in relation to the following:

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, facilities are also required to undergo a periodic physical inspection audit which is conducted by a third-party auditing firm.

The auditor measures how well the facility complies with the Code and identifies areas of non-compliance. A final report, with any non-compliance observations, is issued through our customer's auditing system. The supplier/facility makes decisions about how to improve and enhance compliance to ensure corrective and preventative actions are sustainable through a Corrective and Preventative Action plan (CAPA).

Supplier Declarations

Martin Brower sent a Compliance Statement to all relevant customer system suppliers with instructions to conduct a self-audit and confirm that they are operating in a socially acceptable manner in compliance with all legislative

requirements and to confirm they meet the Code of Conduct for suppliers and reporting requirements of the Act.

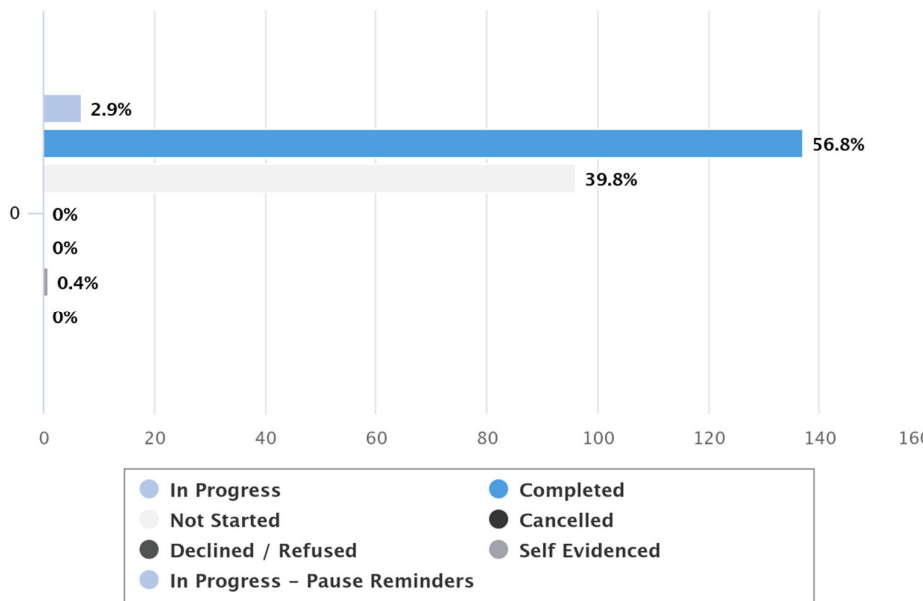
Our customer also reports under the Act, and the results of the self-audit of system suppliers will be reported within their statement.

Risk Identification Activities – Non-System Suppliers

Ethixbase360 Questionnaire

During 2022, Martin Brower engaged Ethixbase360, a third-party risk management platform, for use of their modern slavery module. This module provides a Modern Slavery Supply Chain Risk Assessment questionnaire that was developed with expertise from a leading Australian law firm, Norton Rose Fulbright. Completion of this questionnaire by suppliers creates a risk profile for each supplier, providing a risk assessment within a supply chain and proposing risk mitigation measures to be developed.

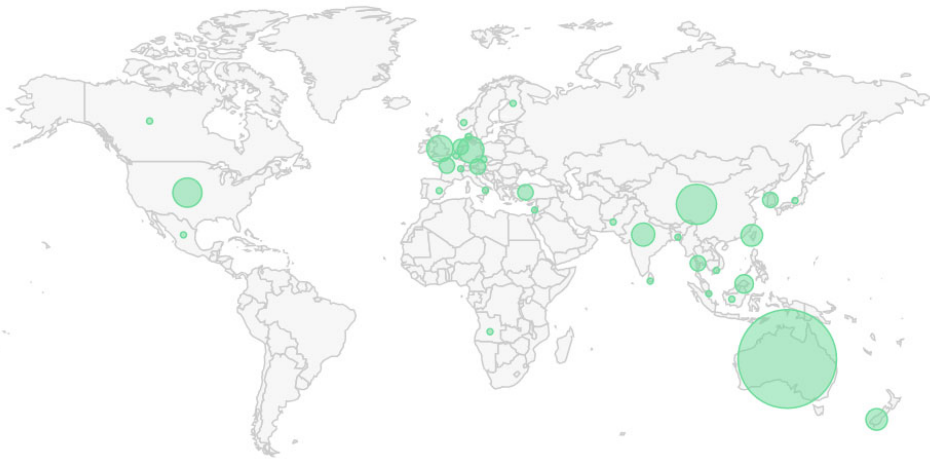
For 2023 reporting, Martin Brower onboarded 241 suppliers which made up the majority of our 2022 calendar year spend. Of the 241 suppliers, 137 suppliers completed the questionnaire, 7 started but did not complete the questionnaire, and 96 did not complete the questionnaire.



Risk Profile – Non-System Suppliers

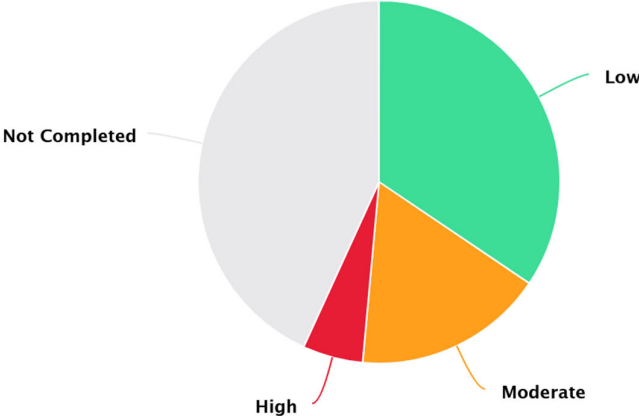
Supplier Locations

As depicted below, most non-system suppliers who completed their questionnaire have operations in Australia, with China being the next most common location for operations.

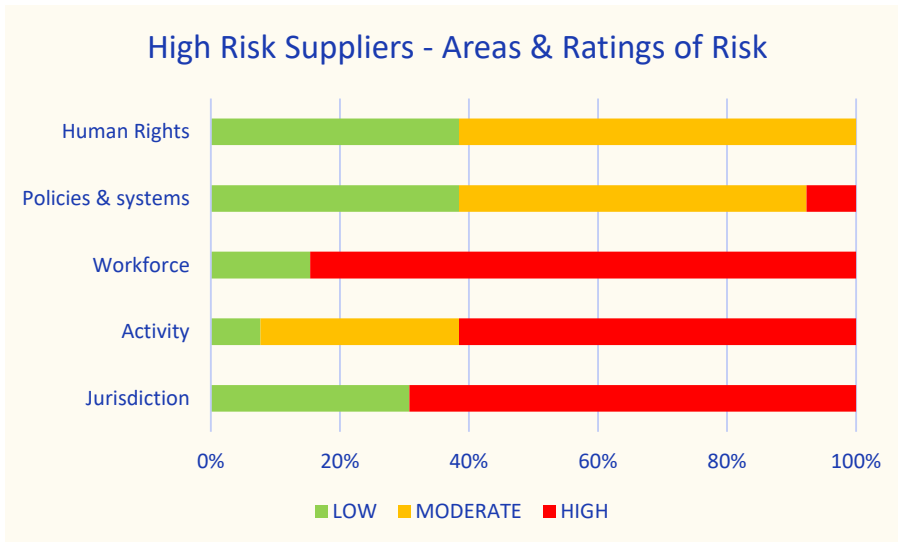


Risk Ratings

Based on the returned questionnaire, 34.4% of non-system suppliers are rated as low risk, 17% of suppliers are moderate risk, and 5.4% of suppliers are rated as high risk.



Of the suppliers rated as high risk, the specific areas of highest risk include workforce, activity and jurisdiction.



Risk Mitigation & Management Activities

General Measures

For large non-system suppliers that we contract with, i.e., transport contractors, cleaning companies and waste service providers, Martin Brower requires these companies to comply with the Martin Brower Code of Conduct ensuring fair and ethical workplace standards across our supply chain. The Martin Brower Code of Conduct addresses human rights, workplace environment, environmental management, and business integrity. Martin Brower has also published a Global Transparency in Supply Chain Policy which reinforces and strengthens our commitment to the rights of employees, supply chain, and the global communities in which we serve.

Regarding non-system suppliers providing agency staff services, Martin Brower has established enterprise agreements for all sites in Australia. The enterprise agreements cover all employees and include a clause that ensures agency staff are paid in accordance with Martin Brower staff rates.

Employment Practices

We conduct our activities in a manner that respects human rights as set out in the United Nations Declaration of Human Rights and are committed to ethical recruitment and employment practices. These principles are underpinned by a suite of policies, many of them relevant to modern slavery.

Contained within Martin Brower's policies and training, employees are reminded that they have an obligation to report any conduct which they believe to be a violation or apparent violation of our policies. Employees may report the matter to their supervisors, higher management, the Office of Ethics and Compliance, the respective business unit General Counsel or the Reyes Holdings Ethics Hotline.

Reports may be made anonymously and will be treated as confidential. The Company strictly prohibits retaliation against an Employee who raises a concern in good faith, who makes a report of suspected misconduct, or who cooperates with a Company authorised investigation into potential wrongdoing.

SWA: Effective Action

Where non-compliance is identified through an on-site SWA audit, system suppliers work with a third-party audit firm to complete a corrective and preventative action plan addressing the non-compliance. The plan must provide specific time frames within which corrective action will be taken, analyze root causes, and update policies and/or procedures. In addition, the plan must be designed to avoid recurrence of the non-compliance and establish specific accountability. In instances of significant non-compliance, suppliers are subject to a follow-up audit to ensure that the non-compliance has been properly addressed.

The SWA program is designed to support system suppliers in meeting our customer's standards. However, there are circumstances under which a supplier will be removed from the supply chain to address instances of significant SWA non-compliance.

Martin Brower requires both system and non-system suppliers to provide their own internal reporting mechanisms to ensure their employees have a confidential, safe, and timely way to report workplace concerns without fear of retaliation. SWA stipulates that suppliers create internal mechanisms and

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

programs for handling reports of workplace grievances, including anonymous reports.

Training on Modern Slavery and Human Rights

Martin Brower employees receive annual training to educate them about the business standards to which they are expected to adhere. This training aims to certify their understanding of and commitment to upholding the Standards. The training schedule includes the following modules:

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

For system suppliers, SWA includes an online training platform where they can access materials that provide guidance on preventing modern slavery. Training modules include Ensuring Eligibility to Work, Protecting the Rights of Migrant Labour, and Implementing Grievance Mechanisms. For example, the Migrant Labour training aims to educate suppliers on the risks related to modern slavery when sourcing migrant labor and some key actions they can take to ensure they are protecting the rights of migrant workers in their facilities.

Effectiveness of Modern Slavery Actions

Modern Slavery reporting for Martin Brower has primarily utilized the following tools to identify modern slavery risks in the business and supply chain.

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 business review in early 2022 of Martin Brower's approach to managing modern slavery risk, it was identified that relying purely on declarations as a primary risk assessment method for non-system suppliers may not provide sufficient assurance. It was also identified that this method

resulted in gaps in critical information that would allow Martin Brower to analyse our non-system supplier base and assess risk within the supply chain more effectively. Therefore, the decision was made to move away from declarations for non-system suppliers and work towards establishing a more robust strategy, focusing on higher and more meaningful engagement with suppliers that will set the foundation for a collaborative approach to modern slavery as we progress.

In its first year of use, the implementation of the Ethixbase360 platform has already provided the Martin Brower business with better visibility of our non-system suppliers and an improved understanding of the areas of risk within this supply chain. With this improved visibility of risk, the business is in a position to develop a process to engage non-system suppliers about addressing this risk. It is expected that this process is developed and implemented during 2024, with the details of the process outlined within the Martin Brower Modern Slavery Statement for calendar year 2024.

An area identified for improvement is in the response rate of non-system suppliers. This first year of using the platform, 58% of suppliers completed the modern slavery questionnaire. Moving forward, we will be working to better engage these suppliers to ensure a higher completion rate, or otherwise develop an understanding as to the barriers suppliers might have in completing the questionnaire.

Continuous Improvement

Heading into the 2024 reporting period, Martin Brower resolves to continue to improve and expand our activities in assessing and addressing modern slavery risk within our supply chain.

A key activity for the 2024 reporting period is the continued mapping of the Martin Brower supply chain. Non-system suppliers onboarded to the Ethixbase360 platform will be reviewed.

Martin Brower will also begin to investigate opportunities to engage high risk suppliers and assist them in reducing the areas of risk that have been identified. The process and means by which we do this will be formalized and is projected to be completed during the 2024 reporting period.

Other areas that Martin Brower is reviewing for continuous improvement is the ability to review supplier contracts for the purpose of mitigating some areas of modern slavery risk, and the development of case studies on risk mitigation activities, i.e., risk identification activities and how it was addressed. With an understanding of where Martin Brower is at in its journey to address and reduce modern slavery risk in the supply chain, it is likely that these improvement activities will be undertaken in following years.

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.

Martin
Brower.

