

Modern Slavery Statement 2026

Reporting Period

This Modern Slavery Statement is submitted by Kagome Foods Australia Pty Ltd (ABN: 98144695867) in accordance with the Modern Slavery Act 2018 (Cth). This statement covers the reporting period 1 January 2025 to 31 December 2025 and describes the actions taken by Kagome Foods Australia Pty Ltd to identify, assess and address modern slavery risks in our operations and supply chains.

Our Commitment

Kagome Australia believes that all people have the right to live and work free from modern slavery, including slavery, servitude, forced labour and human trafficking. We acknowledge that modern slavery risks can exist within global and domestic supply chains and are committed to acting responsibly, ethically and transparently to reduce these risks within our business activities.

This statement outlines our approach, governance and continuous improvement activities in relation to modern slavery and reflects our ongoing commitment to responsible business practices.

Modern Slavery Statement 2026

1. Structure, Operations and Supply Chains

Kagome Australia is a wholly owned subsidiary of Kagome Co., Ltd., a multinational food company headquartered in Japan. Kagome Australia operates as an integrated food manufacturing and agricultural business within Australia, with responsibility for its own operations, workforce and supplier relationships. Kagome Australia does not own or control any other entities for the purposes of the Modern Slavery Act 2018 (Cth).

Operations

Kagome Australia's operations are primarily located in regional Victoria and New South Wales. These include integrated farming and food processing activities that support the manufacturing of fruit and vegetable-based products such as tomato paste, diced tomatoes, sauces, powders and oils. Our products are supplied predominantly to business-to-business and foodservice customers and form part of broader domestic and international food supply chains.

Our farming operations include a mix of company-managed activities and contracted grower arrangements. The processing facility is the central manufacturing hub, utilising specialised equipment and a combination of permanent, seasonal and contractor labour.

Modern Slavery Statement 2026

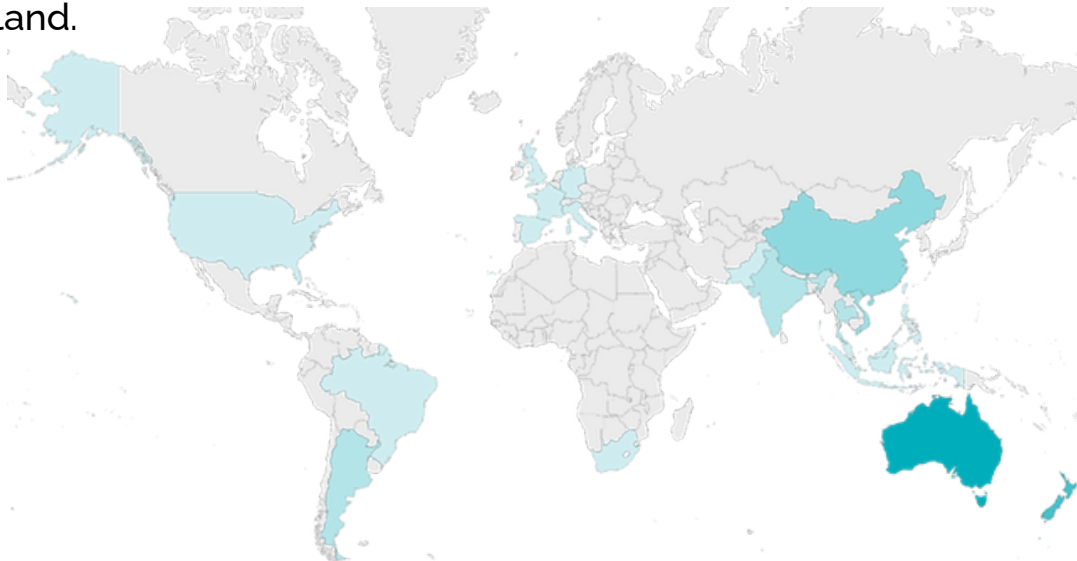
Supply Chains

Kagome Australia operates within a complex and globally connected supply chain. A significant proportion of our agricultural inputs are sourced domestically from growers in regional Victoria and New South Wales, supporting traceability and regional economies. We also engage international suppliers to support packaging materials, processing inputs, equipment and specialised services.

Our suppliers operate across a broad range of sectors, including:

- Agriculture, forestry and fishing
- Manufacturing and wholesale trade
- Transportation and storage
- Cleaning and labour hire services
- Construction, maintenance and professional services

Suppliers are located across Australia and a number of overseas jurisdictions, including but not limited to Asia, Europe, South America, North America and New Zealand.



Modern Slavery Statement 2026

2. Modern Slavery Risks

Kagome Australia recognises that modern slavery risks vary across different parts of our operations and supply chains based on factors such as geography, sector, labour intensity and supplier practices.

Key Risk Areas

Potential modern slavery risks identified include:

- Labour-intensive sectors with reliance on low-skilled or seasonal labour
- The use of labour hire and third-party contractors
- Overseas suppliers operating in regions with higher prevalence of forced labour and human trafficking
- Packaging and agricultural supply chains where regulatory oversight may be inconsistent

In Australia, Kagome recognises that elevated modern slavery risks can arise in connection with seasonal labour, labour hire arrangements and labour-intensive agricultural and food processing activities. While we consider the overall risk of modern slavery within our direct workforce to be low, we acknowledge the importance of robust labour standards, oversight mechanisms and accessible grievance processes.

Modern Slavery Statement 2026

3. Actions Taken to Assess and Address Risks

Kagome Australia utilises the iPRO Modern Slavery Assessment Tool (MSAT) to assess modern slavery risks within its supply chain. During the reporting period, 54 suppliers participated in this assessment process through completion of a structured self-assessment questionnaire.

The assessment generates:

- Inherent risk scores, based on factors such as geography, sector and workforce profile, and
- Unmitigated risk scores, reflecting the presence and effectiveness of existing controls, policies and procedures.

Suppliers are categorised as high, medium or low risk. Where elevated risk or control gaps are identified, suppliers are provided with tailored actions to support risk mitigation and improvement.

Supplier assessments are undertaken on a risk-based cycle, with higher-risk suppliers subject to more frequent review and reassessment.

Additionally, Kagome Australia maintains a certified occupational health and safety management system and achieved ISO 45001 certification during the reporting period. This certification supports structured risk management, worker consultation, incident reporting and continuous improvement processes, which contribute to identifying and mitigating labour-related risks within our operations.



Modern Slavery Statement 2026

Internal Control and Policies

Kagome Australia maintains a suite of policies and workplace practices that support ethical conduct and human rights, including:

- Code of Conduct
- Code of Ethics
- Anti-Discrimination and Harassment Policy
- Sexual Harassment Policy
- Recruitment and Selection Policy
- Whistle-blower Policy
- Workplace Health and Safety Policy
- Employee Assistance Program
- Human Rights, Diversity, Inclusion and Gender Equality Policy aligned with the UN Global Compact

Modern slavery awareness is incorporated into relevant training programs for employees, particularly those involved in procurement, supplier management and workforce supervision.



Modern Slavery Statement 2026

Remediation and Response

Where Kagome identifies indicators of modern slavery within its operations or supply chains, we are committed to responding in a manner that prioritises the safety and wellbeing of affected individuals. Responses may include supplier engagement, implementation of corrective action plans, escalation to senior management, suspension or termination of supplier relationships where appropriate, and referral to relevant authorities or specialist support services.

3. Assessing Effectiveness

Kagome recognises that assessing the effectiveness of actions to address modern slavery risks is an evolving area. During the reporting period, a combination of quantitative and qualitative measures was used, including:

- Supplier participation in risk assessment programs
- Aggregated inherent and unmitigated risk scores
- Progress against supplier corrective actions
- Internal workforce training participation
- Monitoring of grievance and incident reporting channels

These measures are primarily process-based, and Kagome intends to further develop outcome-focused indicators as its approach matures.

During the reporting period, modern slavery training was delivered to relevant employees, and no incidents of modern slavery were reported within Kagome Australia's operations.



Modern Slavery Statement 2026

5. Consultation

This Modern Slavery Statement was prepared through consultation with key internal stakeholders across Kagome Australia, including Human Resources, Procurement, Operations, Safety and Senior Leadership. These stakeholders contributed information relating to workforce practices, supplier engagement and risk management activities relevant to modern slavery.

Kagome Australia does not own or control other entities. Consultation with Kagome Co., Ltd. occurred through information sharing and alignment with group-level expectations relating to human rights and ethical supply chains.

6. Future Commitments

We are committed to continuous improvement and have identified the following key focus areas for the next financial year:

- Extend supplier assessments and enhance follow-up on risk mitigation
- Extend supplier base assessment to include indirect service providers.
- Enhance supplier onboarding process to automatically include modern slavery assessment.
- Introduce a Supplier Code of Conduct that will be issued to all suppliers.

Modern Slavery Statement 2026

Approval

This Modern Slavery Statement has been reviewed and approved for publishing by Kagome Australia's board of directors.

Brad Free

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Kagome Australia

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