



Modern Slavery Act Statement for 2024

1. Entity Details – Introduction to JDE AU

Throughout the 2024 calendar year Jacobs Douwe Egberts AU PTY LTD (JDE AU), ACN 051278409, remained a subsidiary of our Dutch based parent Company Jacobs Douwe Egberts Peet's (JDE Peet's), the world's leading pure-play coffee & tea company.

There were no significant changes to the local footprint of the JDE AU business, headquartered in North Sydney and operating two roasting facilities, both also located in Sydney. Through 2024 JDE AU employed some 259 associates within Australia.

We continue to be powered by our purpose "to unleash the possibilities of coffee & tea to create a better future", and we strive to embed our values in everything we do to pursue this purpose. Our values of discipline, simplicity, solidarity, entrepreneurship and accountability guide us in our everyday dealings with colleagues, customers, consumers, suppliers, shareholders, our communities and other stakeholders.

Our business practices and standards reflect our commitment to making a positive impact on our value chain and as part of JDE Peet's, we have high ethical standards governing the way we conduct our business, which are also applied to our suppliers and business partners.

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.

Modern slavery is an abuse of human rights. We remain committed to promoting and respecting human rights throughout our organisation and supply chains, in accordance with internationally recognised programs, including the UN Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) guidelines, and adherence to applicable laws within the framework of our business activities. We also cascade this commitment to our suppliers to uphold these same standards in the work they do for us.

This Modern Slavery Statement covers the financial year reporting period ending 31 December 2024 and marks the fifth Modern Slavery Statement for JDE AU as part of our compliance with the Modern Slavery Act 2018 (Cth). We are pleased to share our progress on identifying and mitigating the risk of slavery occurring within any part of our businesses or our supply chains.

2. Our Operations and Supply Chains

As the world's leading pure-play coffee & tea company JDE Peet's provides customers and consumers with coffee & tea in over 100 markets with a portfolio of over 50 brands, including Australian favourites Moccona, L'OR, Harris, Piazza d'Oro, Campos and Sacred Grounds.

Our purpose is to unleash the possibilities of Coffee & tea to create a better future. We are proud to embrace the UN Sustainable Development Goals (SDGs). We operate in and source materials from many markets and are committed to their socioeconomic development with a focus on the impact we make along the entire value chain.

OUR APPROACH

Our JDE AU brand portfolio allows us to offer coffee to everyone, no matter who they are, where they are, or what their preferences are, by covering different price points, taste preferences and drinking occasions.



Every day, millions of Australians enjoy products supplied by JDE AU and in order to connect with them in ways that align with how they live, we continue to operate our omni-channel approach that covers the entire spectrum of sales channels.

IN-HOME

To meet consumer preferences and price partitions our JDE AU retail business offers a full range of products across the four key supermarket coffee categories, including:

- Instant
 - Moccona
- Capsules
 - L'OR, Moccona and Campos
- Beans and Ground
 - Harris, Campos and Sacred Grounds
- Specialty mixes
 - Moccona single serve sachets

OUT-OF-HOME

We offer a complete range of coffee solutions across the Business-to-Business sector, from cafes, offices, universities and hospitals to restaurants and sports venues, with premium brands including Campos, Piazza D'Oro, and Espresso Di Manfredi, through our Out-of-Home coffee business.

Throughout 2024 the business continued to operate 3 company owned flagship Campos cafés, located in South Yarra Melbourne, Newstead Brisbane and Newtown in Sydney.

Branded tea remained a small part of the JDE AU portfolio in 2024, only available through our Out-of-Home business where we offer a limited range of black, green and infusion teas under the Pickwick brand.

ONLINE

We continued to invest in the online sales channel in 2024, which experienced another year of growth. We run branded Direct to Consumer (DTC) web shops for our L'OR and Campos brands while also offering a variety of our products via leading third-party online retailers.



SUPPLY CHAINS

No significant changes were made to the JDE AU supply chain in 2024. As part of a global business, we rely on extensive supply chains and aim to manage these in a sustainable way. The JDE Peet's global supply chain includes over 1,000 direct material suppliers across more than 60 countries, and locally JDE AU work with over 50 of these. They remain critical to sustaining our business and continue to play an important role in helping us achieve our sustainability goals.

JDE Peet's sources approximately 8% of the world's coffee and less than 1% of the world's tea. JDE AU sources the vast majority of our locally sold products from a select number of the 45 manufacturing locations operated by JDE Peet's globally. For our coffee and tea categories these manufacturing locations are:

- Moccona Instant
 - The Netherlands
- Capsules
 - France
- Beans and Ground
 - Australia
- Specialty mixes
 - Thailand
- Pickwick Tea
 - The Netherlands

Freshness is a key consideration for the beans and ground category, with all whole beans and ground coffee sold in Australia supplied from one of our two roasteries, located in the Sydney suburbs of Banksmeadow and Kingsgrove.

We work with third-party logistics partners both locally and across the globe to reliably distribute our products to customers. The majority of our direct material supplier base other than coffee & tea is in packaging materials. For indirect materials and services marketing and media make up the majority of our spend.

3. Modern Slavery Risks

JDE Peet's is committed to effective risk management across the business to safeguard stakeholders' interests and ensure sustainable growth. We have adopted globally recognised frameworks, including the COSO (Committee of Sponsoring Organizations of the Treadway Commission) Enterprise Risk Management Framework and the Three Lines Model, to ensure comprehensive oversight and governance across our operations.

The COSO framework offers a structured approach to identifying, assessing, and managing risks throughout all areas of the business, aligning with our strategic objectives. In conjunction, the Three Lines Model sets out clear responsibilities: operational management ('Local Management') addresses risks on a day-to-day basis,



while risk management, internal controls and compliance functions ('Central teams') provide oversight, and internal audit offers objective assurance. Together, these frameworks cultivate a strong risk management culture, enhancing resilience and facilitating informed decision-making across the organisation. ESG-related risks and controls, have been integrated into the frameworks and are reported as an integral part in the risk assurance statements.

We conduct ongoing risk assessments throughout each year using horizon scanning, threat development and reviews of mitigation effectiveness. In 2024 a light update was also undertaken on the ESG double materiality assessment that was completed the previous year. This included peer company reviews, analysis of significant events, and expert meetings and reconfirmed our ESG-related material topics. It was reaffirmed through this update to the double materiality assessment that farmer's livelihoods and human rights, including modern slavery, continue to rank among our most material risks. Fundamental to this is that our two key commodities of coffee and tea are both grown in countries that face significant socio-economic challenges, with over 80% of the world's coffee cultivated by smallholder farmers and both coffee & tea production systems largely relying on informal employment with the use of seasonal coffee harvesters and tea pickers.

Responsible sourcing is therefore integral to our business operations, safeguarding the long-term supply of coffee & tea and human rights of those along the value chain.

Back in 2015 JDE Peet's launched our global sustainability programme, Common Grounds, with Responsible Sourcing one of the founding 3 pillars, along with Minimising Footprint and Connecting People. We continue to use our Common Grounds approach to manage these ESG-related material topics relevant to our coffee and tea supply chains.

For the procurement of other goods and services we have adopted an ongoing risk management framework that prioritises supplier engagement, comprehensive risk assessments and actionable planning. This approach helps us identify suppliers meeting our standards and those needing structured improvement plans with clear timelines.

Using the Sedex platform, some 12,000 JDE Peet's supplier sites have been assessed, covering both Cost of Goods Sold (COGS) and non-COGS suppliers. Sedex evaluates eight critical human rights risks, aligning with the International Labour Organization (ILO) Conventions:

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



Sedex is also a key element of our approach to human rights risks, including modern slavery, in our own workforce. While we consider the risk of modern slavery within our own JDE AU organisation as low and mitigated due to strict policies, processes and procedures, as well as the oversight built into our business operations and the knowledge and skills of our associates, Sedex provides a holistic risk assessment approach. Our local JDE AU roastery in Kingsgrove, Sydney, piloted the implementation of Sedex within JDE Peet's operations, and by end of 2024 all JDE Peet's sites that JDE AU source from had completed a Sedex Self Assessment Questionnaire (SAQ), providing a risk profile for each of these locations.

Our Human Rights Policy implementation begins with these SAQ's across our sites, deepening our understanding of human rights and labour standards in our operations. This lays the groundwork for a comprehensive human rights risk management programme, complementing our ongoing health and safety audits.

We view risk management as an ongoing and dynamic process, and are committed to learning from past experiences, adapting to emerging threats, and enhancing our risk management framework with new insights and requirements.

4. Due Diligence and Addressing Risks

We are committed to protecting the future of coffee & tea by supporting thriving farming communities. Through 2024 we continued to strengthen our Common Grounds programme, with an enhanced focus on safeguarding human rights, underpinned by our Human Rights Due Diligence process, aligned with the OECD Guidelines for Multinational Enterprises. This framework ensures we identify, assess, and address human rights risks through supplier self-assessments and origin-specific evaluations.

Our Responsible Sourcing Principles and Supplier Code of Conduct set clear expectations for suppliers to uphold ethical standards. Tailored approaches address diverse human rights risks across our operations, including coffee & tea sourcing, manufacturing and other procurement activities. These efforts are led by dedicated teams and overseen by a steering committee comprising the Executive Committee and senior management members.

Our Human Rights Policy describes our commitments in respect of human rights and our related expectations of our employees and suppliers. Our purpose – to unleash the possibilities of coffee & tea to create a better future – can only be realised for all stakeholders across our business and supply chain when we commit to high standards of social and environmental responsibility and ethical conduct. In order to successfully prevent and remedy human rights impacts, this policy addresses several key areas, including trafficking of human beings, forced or compulsory labour and child labour. This includes freely chosen employment aiming to terminate all forms of involuntary labour and any form of modern slavery, including the prohibition of child labour.

Also covered are several elements regarding working conditions, compensation and humane treatment. Our Human Rights Policy underpins our commitment to responsible and ethical practices across our supply chains and operations, addressing both social and environmental impacts.



Our Human Rights Due Diligence programme aims to identify and address human rights risks in our supply chains. By assessing inherent country risks, conducting third-party farm-level evaluations, and leveraging our Supplier Self-Assessments, we gain a comprehensive view of human rights practices within our supply chains. We actively engage with suppliers on human rights and environmental issues through regular communication and collaboration. Key findings and detailed insights are shared with suppliers, while top-tier suppliers undergo in-depth performance reviews, including evaluations of their sustainability efforts. These reviews offer tailored feedback to drive continuous improvement.

In 2024, implementation of our Human Rights Due Diligence programme for coffee and tea sourcing included conducting risk assessments, strengthening supplier engagement, and requesting targeted action plans to address identified gaps across four key issues: child labour, forced labour, workers' rights and duties, and safe working conditions, including agrochemical handling.

To ensure due diligence for other COGS suppliers we assess their risk score from the Sedex platform and our annual spend with each supplier. Our standard procedure defines four risk thresholds, including low-risk suppliers which are deemed compliant, while higher risk suppliers require closer monitoring, frequent audits, and oversight through platforms such as Sedex or Ecovadis. This targeted approach enables more effective collaboration and prioritisation. A key deliverable is the corrective action plan, which outlines required improvements and tracks progress post-audit to maintain supplier alignment with our standards. Insights from the COGS procedure also inform processes for non-COGS suppliers, addressing their unique supply chain risks.

In 2024, we advanced the onboarding of higher-risk COGS suppliers to Sedex/Ecovadis, supporting our 2027 goal towards 100% compliance for tier 1 COGS suppliers with our Human Rights Due Diligence programme, reaching 67% overall compliance. By year-end, 94% of EU-based higher-risk COGS suppliers and 76% of those outside EU, that we require to be onboarded in Sedex or Ecovadis, have been onboarded.

Onboarding for higher-risk COGS suppliers is just the first step. To strengthen policy implementation, we monitor audit results, corrective action plans and Ecovadis scores. 63% of onboarded higher-risk compliant or higher-risk non-compliant COGS suppliers had completed audits or received Ecovadis platinum/gold medal by end of 2024.

OTHER STAKEHOLDERS

Addressing human rights issues requires collaboration and broad stakeholder due diligence is central to our risk management strategy. In addition to smallholder farmers, our employees, consumers and suppliers, stakeholder groups include customers, industry bodies, regulators, investors and non-government organisations (NGO's). Stakeholders we work with include NGO's such as the International Labour Organisation, CARE International, UNICEF, Verité, and World Vision, alongside governmental bodies and industry peers, to tackle systemic issues.



Engagement with these groups is ongoing, with the insights gained from stakeholder interactions also instrumental in shaping and updating policies and priorities. For example, as an active member of the Global Coffee Platform (GCP), we support its goal to improve the livelihoods of one million smallholder farmers by 2030. In 2024, JDE Peet's was one of eight companies contributing USD 1.5 million towards initiatives focused on living income, climate adaptation and sustainability.

We also support Solidaridad's value distribution study, which examines income disparities in our supply chain and guides our efforts to promote equitable incomes. Recognising regional variations in defining fair income, we are committed to establishing baselines and identifying pathways for improvement. We are also exploring innovative solutions to support fair income for all, refining our strategy to address the diverse needs of farmers in our supply chain.

With the need for collective action, we are proud to be a founding signatory of the ICO Public-Private Taskforce. Through the Living-Prosperous Income Workstream, we collaborate with industry peers to address income gaps for coffee farmers, supporting long-term sector resilience.

Using our Assess, Address, Progress methodology, we identify and address risks in vulnerable regions, partnering with suppliers, vulnerable communities, local authorities, and human rights organisations to implement effective solutions through our Common Grounds programme. By adhering to the OECD guidelines, JDE Peet's is committed to a comprehensive, transparent, and effective due diligence process, reinforcing sustainable and ethical practices across our entire supply chain.

5. Monitor, Maintain and Measure

As a responsible global company, we are committed to advancing human rights and reducing social and environmental impacts. Our Human Rights Due Diligence programme continues to expand globally. All new suppliers must complete a self-assessment, while existing suppliers undergo annual risk assessments. We expect all suppliers to comply with our Supplier Code of Conduct, embedded in our contracts, which outlines our policies, principles and standards.

The code is guided by international human rights frameworks, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and our JDE Peet's Human Rights Policy.

Our suppliers must provide traceability and evidence of due diligence and we reserve the right to verify compliance through assessments, audits or other monitoring activities. We have implemented audit and remediation programmes, supported by a monitoring and evaluation framework reviewed by independent assessors. Progress and outcomes are shared through our Annual Report, social media platforms, corporate website, and other communication channels.

For green coffee we are committed to enforcing our JDE Peet's Human Rights Due Diligence programme and are adopting a three-phased approach, in line with the OECD Guidelines, being:

- Phase 1: Risk assessment



- In 2024, we sent out supplier self-assessments to our direct coffee suppliers covering 30 sourcing origins and we monitor if they respond to the self-assessment. In 2024, 70% of our suppliers responded to our self-assessment questionnaire.
- Phase 2: Risk management and prioritisation
 - Through 2024 and 2025 risks are being assessed and prioritised based on their severity and likelihood. The quality of self-assessment submissions were evaluated and the level of risk associated with each supplier categorised through 2024, with supplier self-assessment responses covering 77% of global green coffee volumes having met or exceeded our satisfactory threshold.
- Phase 3: Ongoing monitoring
 - Over 2025 and 2026 we will continue to evaluate progress of the prioritised suppliers. Moving forward, we will work closely with prioritised high-risk suppliers to evaluate their due diligence processes and implement timely corrective action plans.

Through our Common Grounds programme, we made significant progress in 2024. For JDE AU, we reached 100% responsibly sourced coffee through the program, while globally JDE Peet's achieved 83.2% responsibly sourced green coffee. We define responsibly sourced as green coffee deliveries covered by an independent sustainability scheme, which includes, but is not limited to, Enveritas, Rainforest Alliance, 4C, Fairtrade, or other scheme recognised by the coffee industry, such as the GCP Equivalence Mechanism.

Although tea remained a very small part of the local JDE AU, and global JDE Peet's, portfolio, the supply chain faces similar challenges. In 2024 we introduced our Responsible Tea Sourcing Principles, which forms the foundation of our due diligence approach in addressing social and economic challenges in the tea supply chain, further enhancing supplier engagement in our tea sourcing journey.

Throughout 2024, 100% of the branded tea (*Camelia sinensis*) sold by JDE AU continued to be responsibly sourced through Rainforest Alliance certification. Globally 80% of all the *Camelia sinensis* and rooibos tea JDE Peet's purchased was responsibly sourced, compared to 40% in 2023.

In 2024, JDE Peet's achieved significant progress in enhancing farmers' livelihoods through our Common Grounds programme, surpassing our target of reaching 500,000 smallholder farmers by 2025. Throughout the year, 73 active farmer projects were supported across 23 countries, each guided by monitoring frameworks and co-created with local partners to ensure meaningful outcomes. Over 18 new projects across 14 countries were established, bringing the number of smallholder farmers reached during the year to 134,100, and in total to more than 835,000.

Aligned with UN Sustainable Development Goal 1, we prioritise addressing the fundamental challenges faced by coffee farmers striving for sustainable livelihoods. It is estimated that over 5 million coffee farmers live on less than USD 2 per day, underscoring the urgency of our commitment to an inclusive approach that empowers farmers while respecting their freedom to sell to whomever they choose.



Looking ahead, we will expand our farmer programmes across diverse origins, reflecting the varied realities of coffee farmers. In 2025, we plan to launch 15 new initiatives, delivering targeted projects aligned with our maturing risk assessment and due diligence processes, as well as our business strategy.

In 2025, we will evaluate progress from 2024 and implement supplier due diligence action plans globally. To support this, we will introduce Human Rights Sustainability Engagement sessions, fostering best practices and advancing due diligence maturity across our supply chains.

Our mid-term goal is full compliance with our due diligence for all COGS suppliers globally, supported by ongoing monitoring. We are also initiating deployment for non-COGS suppliers to better understand of human rights risks across our supply chain. This approach will help us refine our COGS and non-COGS due diligence, enhancing effectiveness and enabling proactive impact management.

GOVERNANCE

The JDE Peet's Board holds ultimate responsibility for overseeing sustainability impacts, risks and opportunities globally, with the local JDE AU board responsible for deploying the global governance system and controls, supported through a local Compliance Council which is chaired by the JDE AU Compliance Officer.

At least two times per year the JDE Peet's Board reviews progress on ESG-related matters, including responsible sourcing, monitors the progress of our Common Grounds sustainability programme, reviews the input and recommendations of the Audit Committee in relation to sustainability topics and discusses the setting of targets related to material impacts, risks and opportunities and the way to monitor these.

The JDE Peet's Board has appointed Sustainability Board Contacts to provide an oversight of ESG-related matters and advise the Executive Committee and company's senior management. The Sustainability Board Contacts meet on a quarterly basis with the Vice President (VP) Sustainability to review and address critical sustainability issues. These meetings focus on assessing the impact, risks and opportunities related to sustainability.

Led by the VP Sustainability, the sustainability team subsequently works with a cross functional leadership group composed of subject-matter experts from across the company, including areas such as procurement, manufacturing, research and development, marketing, human resources, finance and compliance to execute and measure the company's sustainability programmes.

Throughout 2024, the company held quarterly programme review sessions during which ESG subject matter experts reported on the performance of KPIs related to the Common Grounds programme and its key pillars to the VP Sustainability.

6. Training, Awareness, Consultation and Collaboration

In 2024 an in-depth human rights awareness session was held for the JDE Peet's senior leadership team. This was followed by rollout of a global human rights due diligence (HRDD) e-learning, designed to build



awareness and embed our due diligence framework, including Standard Operating Procedures, across the organisation.

Participation in these training sessions is mandatory for all employees, including members of the Executive Committee. Members of the Board receive dedicated induction training at the outset of their term.

For those employees without email access, such as employees working at certain manufacturing sites, we offer shared laptops or conduct in-person training sessions. We also regularly conduct face-to-face training courses for selected target groups.

For our most material commodity of green coffee beans, we not only undertake on-the-ground engagement with smallholder farmers through our Common Grounds farmer program but also collaborate upstream with our direct suppliers to help achieve our social and environmental sustainability goals.

Through our Responsible Sourcing pillar, we empower smallholder farmers with training, tools and resources, including agroforestry practices and safe agrochemical use. By collaborating with farming communities, suppliers, NGOs and local governments, we promote sustainable practices that improve soil health and support regenerative farming to enhance productivity and sustainability.

The active Common Grounds Alianza Para El Café project in Honduras, for example, is in collaboration with our partners Honducade and USAID, where we are committed to fostering sustainable coffee production, safeguarding natural resources, enhancing socio-economic development and climate resilience. We have relied on this origin as a source of organically certified green beans for the local JDE AU business for some years and the coffee sector in Honduras, which underpins the livelihoods of many smallholder farmers, is expanding but continues to face challenges such as low yields. This initiative is focused on eight key regions, including Comayagua, Copan, and Santa Barbara, where we aim to train 5,600 households in sustainable production techniques, the use of agricultural inputs, and the implementation of Good Agricultural Practices (GAP). 3,600 households are projected to see an average increase of 20% in productivity. Furthermore, this initiative places a strong emphasis on empowering women and youth by equipping them with the skills to serve as trainers within their communities.

RAISING CONCERNS AND REMEDIATION

We strive to foster a respectful environment where every employee feels empowered to contribute to the best of their abilities. Accordingly, and in line with our global compliance strategy, JDE AU is committed to promoting a speak-up culture. We do this by fostering an open and trusting dialogue with employees, customers, business partners, suppliers, investors and other stakeholders.

Our Speak Up Policy is available to anyone who wishes to raise a concern about suspected misconduct within the company or throughout our supply chain. This includes employees, persons working on behalf of the company, workers throughout our supply chain, business partners and other stakeholders such as consumers or representatives of communities. Examples of suspected misconduct can include a breach of applicable law, a violation of the JDE Peet's Codes of Conduct, policies, standards and/or procedures. Our Speak Up Policy is translated into the languages used along our value chain, thus ensuring its accessibility to our different stakeholders.



In 2024 we conducted awareness campaigns and upskilling sessions to foster the speak-up culture within the company, including cross-functional trainings on how to conduct investigations concerning speak-up reports. We have different channels to report suspected misconduct, including an online reporting tool that is hosted by an independent service provider, and phone numbers for each country in which we operate that appear on companies Speak Up landing page to enable our employees, suppliers and other stakeholders to easily raise their concerns. Additionally, we have a dedicated email address that can be used to report potential misconduct or to seek guidance.

Recognising the complexities of the coffee supply chain, we understand the challenges workers and farmers face in raising grievances through traditional methods. To address this, we have also implemented locally tailored, community-based systems that build awareness and engagement.

In Brazil for example, we supported the QC Conta project (colloquial Portuguese for "What people say") led by NGO Solidaridad. Through farmer surveys and stakeholder dialogues, the project adapted a coffee-specific grievance mechanism to the Brazilian context, aiming to improve its ability to prevent and mitigate human rights and environmental risks.

Additionally, we have joined the Nossa Voz platform in Brazil, which trains workers and farm owners on their rights and responsibilities, offering a safe and accessible grievance mechanism free from fear of retaliation.

The company handles all reports respectfully and with discretion in accordance with the requirements of our Speak Up Policy. The policy further describes our investigation principles and approach on how we handle investigations into reported misconduct. Each report is followed up with a response to the reporting party and, when required, promptly investigated so that appropriate remedial action can be taken where necessary. The company does not tolerate any form of retaliation against those who voice their concerns truthfully and in good faith. The Speak Up Policy also provides comprehensive guidelines on the protection of whistleblowers against retaliation and the Speak Up Line is operated by an independent third-party provider, ensuring anonymity for those who wish to report concerns anonymously.

An effective grievance mechanism plays a critical role for those in our value chain affected by human rights issues. In addition to our Speak Up Policy, our Human Rights Policy and Supplier Code of Conduct also mandate that our business partners maintain grievance mechanisms to address and remediate reported impacts.

We prioritise remediation and collaboration when human rights issues are identified, though persistent concerns may lead to suspending or ending certain business relationships. This policy is informed by the International Bill of Human Rights, ILO Declaration, UN Global Compact Principles, UNGPs, and OECD Guidelines.

EXTERNAL TRENDS

While overall inflation continued to normalise through 2024, the coffee category remained in a state of significant change, with green coffee prices facing sharp increases, creating ongoing challenges, as consumers continue to budget with care and look for cost saving opportunities, big and small. Additionally,



coffee is gaining popularity among Millennials and Gen Z, who prioritise convenience and show a strong interest in sustainable, ethically produced products.

The price of a cup of take away coffee remains a common economic reference point, as does the importance of coffee in consumers daily routines, be it a cost effective kickstart to their day or as an indulgent experience.

After the post pandemic normalisation between In-Home and Away-from-Home consumption, consumers purchasing roasted whole beans for home is trending up. Household bean to cup coffee machine penetration is in growth and availability of specialty coffee, such as Campos, in retail is enabling more consumers to be their own barista and recreate the café experience at home.

Coffee & tea remain crucial beverage moments, and within this fast-changing environment we respond to trends with a combination of innovation, expertise and the power of our brand portfolio.

7. Conclusion

JDE Peet's is committed to respecting human rights as preventing the risk of modern slavery as defined in key international covenants, such as the International Bill of Human Rights. We adhere to the UN Global Compact Principles, shown by our signatory to the UN Global Compact, and follow the UN Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelines for Multinational Enterprises. We are also a member of the ILO Child Labour Platform.

As part of our journey to identify and assess human rights risks in our value chain, and implement our Human Right Due Diligence, we continue to build, track and monitor the effectiveness of the undertaken measures and conduct periodic reviews of our policies and practices to incorporate the lessons learned in order to ensure the success of the due diligence process.

We continue to raise awareness and drive proactive measures amongst our suppliers, reviewing their progress to ensure continuous improvement and effective issue resolution and our efforts are externally recognised, with JDE Peet's first-ever rating from Ecovadis in 2024 being in the top 1% of 130,000 companies assessed. This rating marks a strong recognition of our overall sustainability strategy and execution. JDE Peet's is also rated in the top 95th percentile within the food subindustry by S&P CSA, a leading ESG ratings provider, and achieved 'Prime Status' by the ESG rating agency ISS, placing us in the first decile of our industry group of 235 companies and reflecting the highest rating in the Food Products industry.

We are committed to responsible business practices, ensuring the proactive identification and management of environmental and human rights impacts across our value chain. This process involves continuous assessment of our business's impacts on the environment and people, integrating findings into our actions, monitoring progress, and transparently communicating how we address these impacts.

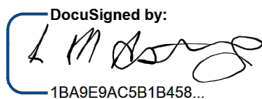
Our progress to date has us on track to reach our longer term targets and has earned us a place in the Dow Jones Best-in-Class World Index, where we hold the highest ranking among all food companies included.



Building on this momentum, we will continue to invest while further integrating sustainability into our brands, consumer engagement, and customer relevance.

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 2024. 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.

Approved by the board of JACOBS DOUWE EGBERTS AU PTY LTD, June 18 2025

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Linda Margaret Armstrong
Director