



## Introduction

This Modern Slavery Statement is made on behalf of My Muscle Chef Pty Limited (ABN 92 162 190 070) in accordance with the Commonwealth Modern Slavery Act 2018 ('Act').

The purpose of this statement is to outline our commitment to identifying, addressing, and mitigating the risks of modern slavery within our operations and supply chain. It serves as an annual report, detailing progress on key actions and any significant changes to our operations that could affect our modern slavery risk exposure.

At My Muscle Chef, we understand that modern slavery manifests in various forms, including slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruitment practices. We are committed to maintaining the highest ethical standards and unequivocally reject any form of modern slavery within our business or supply chain.

## About My Muscle Chef

Founded in 2013, My Muscle Chef began with the vision of providing delicious, healthy meals to people without the need to cook. Over the years, we have grown to become a leader in the ready-made meal market, serving thousands of customers across NSW, VIC, QLD, and ACT.

Our mission is to inspire and fuel Australians living active, healthy lifestyles. We believe that healthy eating should be accessible to everyone, not just the elite, and we make it easy by delivering high-quality, tasty meals to our customers.

## Organisational Structure, Operations, and Supply Chain

Throughout the reporting period, there have been no material changes to our organisational structure, operations, or supply chain that would increase our exposure to modern slavery risks.

My Muscle Chef is a privately owned company operating under a single legal entity in Australia. This is a joint statement covering My Muscle Chef Pty Limited, its immediate parent, intermediary companies, and its ultimate parent. These entities include:

- QPE SPV 2 Topco Pty Ltd
- QPE SPV 2 Mezzco Pty Ltd
- QPE SPV 2 Holdco Pty Ltd



- QPE SPV 2 Bidco Pty Ltd
- My MC Holdings Pty Ltd

The directors of each entity have reviewed and approved this statement.

My Muscle Chef operates in two primary product categories: ready-made meals and resale items. Our products are manufactured and distributed from our facility in Australia, with raw materials sourced from both local and international suppliers. In addition to our directly employed workforce, we utilize contract labour, third-party logistics (3PL/4PL), and short-term contractors to support our operations as required.

### Modern Slavery Risks

We acknowledge that certain aspects of the food and beverage industry are inherently vulnerable to modern slavery risks, particularly in areas such as:

- The employment of low-skilled workers, including those from migrant backgrounds;
- The use of third-party labour hire arrangements;
- High-risk product categories, especially raw materials; and
- Operations in regions with weak regulatory frameworks on human rights.

Our finished product supply chain, which is based in Australia, operates within a highly regulated and auditable environment, resulting in a low level of modern slavery risk. Nonetheless, we recognise that our raw materials supply chain, particularly from overseas suppliers, presents a higher risk. To mitigate these risks, we maintain a robust supplier approval process aligned with SQF, BRC, and ISO standards. We ensure transparency and traceability within our supply chain down to the country of origin and manufacturing level.

### Actions to Address Modern Slavery Risks

My Muscle Chef has implemented several policies aimed at promoting ethical business conduct and mitigating the risk of modern slavery:

- Employee Code of Conduct;
- Equal Employment Opportunity Policy; and
- Social Responsibility Policy.



We have a strong commitment to corporate social responsibility, demonstrated by our partnership with Foodbank, Australia's largest hunger relief organisation. This collaboration helps address food insecurity while raising awareness of broader social issues.

We actively assess our suppliers and have zero tolerance for any breaches of our ethical standards. Should a supplier be found in violation of modern slavery principles, we will terminate the relationship unless corrective actions are taken immediately.

### Assessing the Effectiveness of Our Actions

To ensure the effectiveness of our modern slavery risk management, we undertake the following:

- Investigating any reports of modern slavery from employees, the public, or law enforcement agencies;
- Conducting remediation and reporting of any breaches identified through internal and external audits;
- Engaging with key stakeholders, including suppliers, auditors, and customers, on modern slavery concerns;
- Periodically assessing modern slavery risks within our supplier base as part of our corporate social responsibility framework.

### Continuous Improvement

Over the reporting period, we have made the following advancements:

- As part of our procurement process, we continue to review the compliance of our contract labour and service providers with modern slavery laws. This is especially important given our recent expansion of labour-hire services.

### Future Commitments

In the next reporting period, our priorities for continuous improvement include:

- Extending our timekeeping system to cover core labour-hire suppliers to enhance monitoring and compliance oversight;
- Revising our Corporate Values and Behaviours to ensure that all stakeholders align with the highest standards of ethical and socially responsible conduct, supporting the overall goals of our Strategic Plan.

# MY MUSCLE CHEF™

My Muscle Chef remains dedicated to improving its processes and partnerships to eliminate the risk of modern slavery and uphold ethical practices throughout its operations and supply chain.

*This Modern Slavery Statement was approved by the Board of QPE SPV 2 Topco Pty Ltd (ACN: 14 645 134 443) on 28 November 2024, as the principal governing body of My Muscle Chef Pty Limited and other group companies.*



**Tushar Menon**  
**Chief Executive Officer/Director**