



Modern Slavery Statement 2024/25



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“We pride ourselves on being a business that works closely with our industry network to address the global issue of modern slavery.”

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Simplot Australia Pty Ltd, ACN 070 579 609 (“Simplot Australia”) is the applicable reporting entity pursuant to the Modern Slavery Act 2018 (Cth). Simplot Australia is a wholly-owned subsidiary of Simplot Company, a company registered and headquartered in Boise, Idaho, USA. Simplot’s Australian office registered address is 2 Chifley Drive Mentone, Victoria 3194. As part of its operations, Simplot Australia controls several entities, including Simplot Australia (International) Pty Ltd, a holding company, which in turn owns Simplot New Zealand Limited, a sales and distribution office based in New Zealand.

In this Modern Slavery Statement, the terms “Simplot”, the “Company”, “our business”, “organisation”, “we”, “us”, and “our” refer to Simplot Australia, except where the context otherwise requires.

This Modern Slavery Statement is intended to meet the current and future disclosure requirements of the Modern Slavery Act 2018 (Cth).

This Modern Slavery Statement is made according to the Modern Slavery Act 2018 (Cth) and constitutes the Modern Slavery Statement for Simplot’s Australian business for the foreseeable future and covers our Financial Year (FY25) the period 1 September 2024 to 31 August 2025 (“the reporting period”). Each Simplot entity is covered by Simplot policies, procedures and systems, including those relating to supply chain management, contracting, purchasing and human resources.

Simplot acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures and to Elders, both past, present and emerging.



A message from Simplot’s Global Food Vice President Commercial APAC

I’m proud to release Simplot Australia’s sixth Modern Slavery Statement, a reflection of our ongoing commitment to safeguarding human rights. This year’s report shares the meaningful actions we’ve taken and the progress we’ve made to reduce modern slavery risks across our operations and supply chain.

Integrity and ethical business practices are at the heart of everything we do at Simplot. Guided by our Code of Conduct and core values, we are committed to strengthening our Anti-Modern Slavery Program by focusing on areas of greatest risk and driving continuous improvement. During the FY25 reporting period, we matured our approach to supplier selection for third-party SMETA social audits, broadened our internal training program to reach more teams, realising tangible benefits from these sessions, and worked to increase supplier compliance while expanding our Anti-Modern Slavery Program deeper into our supply chain.

Our Program continues to be effective in identifying and mitigating risks. This year, we took proactive action in response to a supplier-related matter, reinforcing the strength of our approach. As we refine our processes, we are committed to remaining aligned with industry best practices.

We are especially proud of the partnerships we have built in our operating categories. By sharing knowledge and leveraging industry expertise, we have implemented new systems, and have shared these with key customers to further our impact across the global supply chain. These collaborations are vital as we work collectively to improve our processes and, ultimately, contribute to better outcomes for our global community.

Statement was approved by the Board of Simplot Australia on 25th February 2026.



Darren Tendler
Vice President Commercial APAC

Key Highlights For Current Reporting Period



Matured our supplier selection approach for third-party SMETA social audits



Expanded our internal training program to broader teams, and realised the benefits during the reporting period



Focused on increasing supplier compliance rates to our Program and how we expand these requirements further within our supply chain

Our Structure, Operations and Supply Chain

In Australia, Simplot is an agricultural and food manufacturing business that creates food Australians and New Zealanders love by maximising value from the best Australian grown produce and global seafood.

We are home to some of Australia's most loved and trusted retail food brands – Birds Eye, Edgell, John West, Leggo's, Raguletto, Five Brothers, I&J, Chicken Tonight, Harvest, Seakist, Ally and Chiko. We are also one of Australia's largest suppliers of foodservice products, and we supply quick service restaurants, cafes, restaurants, stadiums, hospitals, aged care facilities and many other venues. These products range from balanced meals, convenient frozen vegetables, tasty pasta sauces, and nutritious seafood to snack foods.

As a business, we pride ourselves on building long-term partnerships with Australian farmers and our supply chain, investing in our people, and building mutually beneficial relationships with our customers. In November 2023, that commitment was strengthened through the acquisition of Agronico, a long-time Tasmanian based seed potato supplier to Simplot, further deepening our connection to local agriculture and securing a sustainable future for our potato supply.

Simplot's Australian operations are part of the privately-owned Simplot Company based in Boise, Idaho in the United States.

Our Operations

In Australia, Simplot directly employs around 2,000 people and many of them work at one of our five manufacturing facilities. Our facilities are located in Echuca in Victoria, Bathurst and Kelso in New South Wales and Devonport

and Ulverstone in Tasmania. Additionally, we have two Agricultural Services facilities located to support our New South Wales and Tasmanian vegetable processing operations. We are also proud to work with over 300 Australian growers who supply about 400,000 tonnes of Australian vegetables to our operations each year.

The broader Australian manufacturing and agricultural industry is also supported through our operations, including transportation, distribution, cold store providers, ingredient and packaging suppliers. We work closely with approximately 2,481 suppliers, of which 2,273 (91%) are based in Australia.

Our Supply Chain

Our supply chain is a complex mix of local and overseas suppliers covering numerous product and service categories. In the reporting period, our supplier base consisted of 2,481 suppliers, of which 590 are in scope of our Anti-Modern Slavery Program. Through an evaluation process we determine if suppliers should be assessed under our Program. This evaluation takes into consideration factors such as minimum spend and volume threshold, level of risk, visibility of supply chain, and consistency of supply. Applying these criteria allows us to focus our efforts on where we believe we can make the biggest difference. The following identifies the categories and numbers of suppliers in scope of the Program:

Number of Suppliers in Scope of Anti-Modern Slavery Program



Direct Suppliers

Direct Suppliers provide us with goods such as ingredients, packaging and raw materials that form a part of our finished product for consumers. For example, the tuna for our John West tuna range.

189



Indirect Suppliers

Indirect Suppliers provide us with goods and services that do not directly form part of our finished goods for consumers. This includes the stationery we use at our offices, or the internet data plans used across our sites.

25



Logistics Suppliers

Logistics Suppliers provide us with storage and handling services and transport modes to move our product around Australia and internationally. This includes trucks, rail and sea freight. For example, sea freight used to transport our products from Tasmania to the Australian mainland.

81



Agricultural Suppliers

Agricultural Suppliers provide the agricultural inputs to our manufacturing facilities that become finished goods. For example, the potatoes grown that become our Birds Eye frozen chips.

295

Identifying Modern Slavery Risks

As a large agricultural and food manufacturing business, our operations and supply chain are diverse and complex.

We conduct various activities that help us evaluate the areas of greatest risk so we can focus our efforts on identifying and mitigating modern slavery risk. Our risk assessment process includes utilising data from radar reports and site risk ratings from Sedex, insights from discussions with our industry network, scanning global sources of information such as the US Withhold Release Orders and Findings List and news articles and frequent industry collaboration with our major customers.

Simplot acknowledges that modern slavery can take many forms including trafficking in persons, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services. The following four types of modern slavery are the most relevant to the categories within the food industry in which we operate:

Forced Labour: Where the victim is either not free to stop working or not free to leave their place of work.

Debt Bondage: Where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.

Worst Forms of Child Labour: Where children are either exploited through slavery or similar practices, including for sexual exploitation, or engaged in hazardous work that may harm their health, safety or morals, or used to produce or traffic drugs.

Deceptive Recruiting for Labour or Services: Situations where the victim is deceived about whether they will be exploited through a type of modern slavery.



Our Iconic Brands





TÜRKIYE (FORMERLY TURKEY)
Additive Manufacturing



SPAIN
Fruit and Vegetable
Manufacturing and
Processing



UNITED STATES
Shelf-Stable Seafood
Manufacturing and Processing,
Fruit and Vegetable Processing



ITALY
Fruit and Vegetable
Manufacturing and Processing

LEGEND

Risk assessment of Simplot Australia's suppliers in high-risk countries

- LABOUR STANDARDS
- FREEDOM OF ASSOCIATION
- WAGES
- FORCED LABOUR
- EXCESSIVE WORKING HOURS
- CHILD LABOUR



POLAND
Seafood Processing



UNITED ARAB EMIRATES
Packaging Manufacturing



CHINA
Seafood Processing, Fruit
and Vegetable Processing



TAIWAN
Seafood Processing



VIETNAM
Seafood Processing



INDONESIA
Packaging Manufacturing



AUSTRALIA
Food Manufacturing
and Processing



NEW ZEALAND
Frozen Seafood Processing



ARGENTINA
Seafood
Processing



NAMIBIA
Seafood Processing



INDIA
Additive Manufacturing



THAILAND
Seafood Processing

Identifying Risks within Our Operations

We assess the risk of modern slavery within our own operating locations to be low due to our full operational oversight. This is supported by the majority of our team members being covered by enterprise agreements and employment contracts. The mechanisms for verifying and managing this risk is further detailed on Page 10.

Identifying Risks within Our Supply Chain

We assess the risk of modern slavery within our supply chain to be higher risk due to less operational oversight. As such, we believe the best process for identifying and

mitigating modern slavery risk involves collaboration and partnership with our suppliers, partners, and growers. The mechanisms for verifying and managing this risk is further detailed on Page 12.

Agricultural Suppliers

We work closely with around 300 Agricultural Suppliers. Our employees collaborate with farmers, frequently visiting farms, and this provides greater visibility of any modern slavery risks that may exist. All of our Agricultural Suppliers have completed the modern slavery risk assessment, using our purpose-built assessment tool. The purpose of the tool is to identify any indicators of

modern slavery present in our grower operations and covers areas such as health and safety standards, employment arrangements and methods of pay, and working conditions. To date there have been no instances of modern slavery identified as part of the assessment process. Throughout this reporting period, we continued to explore the development of a labour verification standard for our grower operations, in collaboration with Fairtrade Australia & New Zealand. While the pilot is not yet ready to launch, Fairtrade has been gathering feedback and insights from similar initiatives within its global network to ensure the framework is robust and effective.

Direct, Indirect and Logistics Suppliers

We continually assess the modern slavery risks within our supply chain by using information from the Sedex platform to identify the countries, sectors and suppliers that represent greater risk. This risk assessment has helped inform our areas of focus to ensure we address the areas where we can have the most impact. During the reporting period, our risk assessments directed our focus to addressing increased risks in seafood sourced from Asia. Our total risk profile is represented in the above map.

Partnerships and Industry Collaboration

We partner and collaborate throughout our industry with several non-government organisations and our major customers. We contribute to programs that support our local and global communities, which are important to strengthening human rights in the communities in which we operate. These partnerships and industry collaboration groups are important to help us share learnings and communicate ideas to help prevent modern slavery.

Partnership



Pacifical

We have a long-established partnership with Pacifical and Parties to the Nauru Agreement (PNA), who are global leaders in promoting sustainably and socially responsibly caught tuna, including Skipjack and Yellowfin. Our John West tuna is verified at sea by trained observers working under the Pacific Island Regional Observer Program standard, serving as impartial eyes and ears onboard tuna vessels. These observers are placed in accordance with the PNA/Pacifical [Social Accountability Guidelines](#) to monitor compliance, collect data, and report on working and living conditions aboard vessels operating in the waters of the eight Pacific Island nations that are united in the PNA. As part of their commitment to impartiality, the PNA observer agency ensures that observers are from countries other than the nationality of the vessel's flag. This partnership provides us with assurance that the vessels catching John West tuna meet our sustainability and human rights standards.

Industry Collaboration



Sedex

Sedex is a technology platform and solutions provider, whose mission is to supply data-driven insight through the most accessible tools and services, to support companies improve their environmental, social and governance outcomes. We maintain an active membership and all our Australian manufacturing sites have completed the Self-Assessment Questionnaire (SAQ), which is continually reviewed throughout the year. We actively engage in Sedex education sessions and forums to continuously strengthen our approach to addressing modern slavery and ensure alignment with evolving industry standards. During this reporting period, we attended Sedex member days which have been instrumental in guiding us through the transition to the new SMETA 7.0 standard and its implementation across our manufacturing sites and supply chain.



Australian Food and Grocery Council (AFGC)

Simplot is represented on various groups and committees within the AFGC, allowing us to stay abreast of, collaborate on, and contribute to issues facing the food and grocery industry in Australia, including topics such as modern slavery.



Customer Collaboration

We collaborate with key customers to share emerging insights, the areas of focus for our respective businesses and understand what areas we could work on together to mitigate modern slavery in our mutual supply chains. This customer collaboration is invaluable as the benefits of sharing industry developments and knowledge helps to advance our Program.

During the reporting period, we facilitated a valuable opportunity to connect one of our key industry partners with a major customer. This engagement was designed to strengthen collaboration and advance traceability initiatives within the sector. By fostering this relationship, we aim to support greater transparency and accountability across the supply chain, contributing to improved industry standards and long-term sustainability outcomes.



Industry Networking

We actively collaborate with businesses in our network that share our values, exchanging knowledge and best practices to enhance the design and delivery of our Program.



Global Sustainable Seafood Initiative

The Global Sustainable Seafood Initiative (GSSI) is a pre-competitive public-private partnership bringing together hundreds of diverse organisations from across the globe, united by a common purpose to drive forward more sustainable seafood for everyone and preserve our aquatic resources for the future. Simplot has been a member of GSSI since March 2022 when we became the first funding partners in Australia. Throughout the reporting period, we collaborated with the GSSI team to gain industry insights, explore training opportunities to upskill our teams, and identify ways to leverage our partnership to strengthen our Program.

Actions to Mitigate and Address Modern Slavery Risks

We have a strong governance framework that manages our modern slavery risks across our operations and supply chain. This includes our policies, contracts, monitoring activities, governance structure and engagement with our team members and suppliers.

Governance Structure

We are committed to upholding human rights and taking the necessary steps and actions to ensure that we identify, manage, and mitigate risks of modern slavery. The accountability and ultimate responsibility for managing human rights risks, including modern slavery, reside with our Risk and Governance group, who are supported by our Global Food Leadership Team, Global Food Sustainability Team, Anti-Modern Slavery Governance Group and the operational teams who action the Anti-Modern Slavery Program on a day-to-day basis.

Our Anti-Modern Slavery Governance Group is responsible for identifying and assessing risk and executing actions to advance our Program. Activity throughout the reporting period included communicating with our suppliers on compliance requirements, implementing and undertaking our revised pre-screening process for new suppliers and sites, supporting delivery of training and education material, and determining escalation points for any areas of concern identified. The avenue for escalating concerns related to modern slavery is at our regular Simplot APAC Risk and Governance Enterprise forum. Similarly, if any concerns are raised through our Whistleblower grievance channel the Risk and Governance groups as appropriate will be informed.

Simplot Australia's Governance Structure

Global Sustainability Leadership
Provides guidance for our total Simplot Company sustainability approach

Global Food Sustainability Leadership
Provides leadership and direction of our sustainability strategy relating to our Global Food business

Simplot Global Food Vice President Commercial APAC
Provides oversight and approval of Simplot Australia's sustainability strategy, including our Anti-Modern Slavery Program and Statement

Risk and Governance Forums
Key leaders responsible for the APAC business are members of the Global Food Sustainability Steering Committee and the Australian Risk and Governance Enterprise Forums, which are accountable for strategic prioritisation, managing modern slavery risks and overseeing implementation of our Anti-Modern Slavery Program and requirements to meet the Modern Slavery Act 2018 (Cth)

Anti-Modern Slavery Governance Group
Forum to manage and report risk, discuss progress, learnings and improvements to our Anti-Modern Slavery Program

Operational Teams
Responsible for embedding our Anti-Modern Slavery Program due diligence and executing on a day-to-day basis

Sustainability Team
Commercial Team

Procurement Team
Legal Team



Governance Framework

Our policies outline the standards and principles that we expect our customers, contractors, suppliers and their suppliers to adhere to when conducting their business and engaging with us. As applicable to our suppliers, the standards and principles from the global [Simplot Code of Conduct](#) have been incorporated into [Simplot Australia's Partner Code of Conduct](#). Similarly, the Partner Code of Conduct is also based on international standards and best practice guidance from the United Nations Guiding Principles on Business and Human Rights, International Labour Organisation and the Ethical Trade Initiative (ETI) Base Code. Simplot will not knowingly conduct business with suppliers who violate laws relating to employment, the environment or safety, or engage in any other unethical employment practice.

Our Program is documented in our Anti-Modern Slavery Governance Framework which outlines our operational team's responsibilities within the Program, how we assess and manage our modern slavery risks, procedures for escalation and emphasises our commitment to continuous improvement.

Monitoring in our Operations

We use a combination of mechanisms to monitor modern slavery risks in our operations. These methods include verification through internal processes, Sedex self-assessment questionnaires and customer-initiated reviews. Our five manufacturing sites are currently all rated as low risk in the Sedex platform.

We employ best practice methods during the recruitment process for prospective candidates to ensure that we hire employees in accordance with applicable laws. These checks include confirmation of a candidate's age to ensure they meet the minimum age requirements and a right to work check, such as a birth certificate, passport or visa, to ensure that they have the right to work in Australia. All team members also receive employee contracts and are covered by either an Enterprise Agreement, National Collective Agreement or the Fair Work modern award depending on their role and place of work. Any overtime hours worked must be voluntary and mutually agreed to by the employee and their manager. Any work outside of usual hours, such as in the evening, overnight or on the weekend, are paid in accordance with the applicable penalty rates. Similarly, all employees are paid their wages via an electronic transaction and receive a payslip. It is through a combination of these methods that we have assessed our operational risk of modern slavery as low.

The following identifies the mechanisms we use to mitigate risks in our supply chain through our Anti-Modern Slavery Program.

Policies and Procedures in our Operations



SIMPLOT COMPANY GLOBAL CODE OF CONDUCT:

Defines the global behavioural expectations for our team members with respect to other Simplot team members, suppliers, customers and members of the community.



WHISTLEBLOWER POLICY:

Provides a framework and encourages the reporting of instances of suspected unethical, illegal, fraudulent or undesirable conduct involving Simplot. We respect the rights of individuals who defend human rights, and do not tolerate threats, intimidation or attacks against any individuals who raise concerns. To date, there have been no concerns raised through our Whistleblower mechanisms regarding modern slavery violations.



PROCUREMENT POLICY:

Outlines the process for procuring goods and services and requires activities to be conducted in an honest, competitive, fair and transparent manner.

Policies and Procedures for our Supply Chain



PARTNER CODE OF CONDUCT

We expect suppliers to adhere to all applicable laws and regulations and to use their best endeavours to comply with the principles of our Partner Code of Conduct. It includes clauses prohibiting the practice of forced labour, bonded labour, human trafficking, and child labour, as well as ensuring that workers work reasonable hours, receive fair wages, and are provided safe and healthy working conditions and the right to freedom of association and collective bargaining. Our supplier agreements include the Partner Code of Conduct as an appendix to all contracts which are reviewed and signed by the supplier.



AGRICULTURAL SUPPLIER CONTRACTS

Agricultural Supplier contracts include clauses that prohibit all forms of modern slavery and outline the process to be followed if any breaches are identified.



SUPPLIER ONBOARDING PROCESS

We screen new suppliers during the scoping process to understand if there are any potential modern slavery risks prior to commencing business with them. This involves assessing risk through a pre-screening tool that firstly considers the risk associated with their country and sector of operation. Following that assessment, if they are considered high risk, we will request the supplier connects with us on Sedex prior to being awarded business for further assessment of their Self-Assessment Questionnaires and any recent SMETA audit reports. If any concerns are present, they will be escalated through our Anti-Modern Slavery Governance Group for recommendation on whether to proceed sourcing with conditions or not source. When a new supplier is then selected and onboarded, they are required to sign up to Sedex and sign our Partner Code of Conduct.



SEDEX MEMBERSHIP AND AUDITS

We accept Sedex membership or equivalent risk assessments. At our request, suppliers may be required to undertake a third-party social compliance audit.



PROCUREMENT SITE VISITS

Simplot's Procurement Category Managers visit supplier sites when scoping a new supplier and periodically as part of our ongoing relationship. Site visits provide the opportunity to further strengthen the relationship with the supplier and discuss expectations around modern slavery. Category Managers are trained to identify any concerns regarding working conditions, and raises any identified concerns with our Anti-Modern Slavery Governance Group.



SUPPLIER QUALITY AUDIT PROGRAM

Simplot's Quality team manages a vendor assurance program that includes a supplier audit schedule based on key risk criteria in areas of Food Safety and Quality. Quality audits provide an opportunity to visit a supplier's site and if any concerns regarding worker conditions are witnessed, the Quality Assurance team raises these with our Anti-Modern Slavery Governance Group.

Engaging with our Suppliers

We work closely with our suppliers to develop relationships to strengthen our combined approach to human rights to improve overall outcomes for our industry. This reporting period, we continued to strengthen partnerships with our suppliers through ongoing engagement and development of new tools and quick reference guides to support our suppliers' understanding of modern slavery risks and the requirements of our Program. Our focus remained on fostering open dialogue around human rights and responsible practices. We shared our Anti-Modern Slavery Program and explored how suppliers are addressing modern slavery risks within their operations. These conversations help identify opportunities for collaboration and continuous improvement. During the next reporting period, we will expand on this work and engage with our suppliers through our Supplier Business Review mechanisms, starting with identifying a framework for prioritising the categories. We believe partnering with our suppliers to address the risks of modern slavery in our mutual supply chains will successfully mitigate any increased risks.



Monitoring our Supply Chain

Our due diligence process for suppliers is governed by our Anti-Modern Slavery Program Framework, where we have embedded monitoring supplier compliance into our day-to-day operations. We identify any areas of potential risk through insights from scanning global sources of information such as the US Withhold Release Orders and Findings List, discussions with our major customers, self-assessment questionnaires and third-party social audits accessed through the Sedex platform. This year we have commenced sourcing goods or services with 36 new suppliers who have been onboarded as part of our Anti-Modern Slavery Program. Outlined below is our framework for supplier engagement.

SELF-ASSESSMENT QUESTIONNAIRE (SAQ):

Once suppliers are linked with Simplot on Sedex, they are required to complete the SAQ on the platform. The questionnaire covers questions on social compliance management systems, including how they identify and address potential modern slavery indicators in their operations. A risk rating is then determined by Sedex and we use this as an indicator for identifying modern slavery risks. We request that suppliers review their SAQ every 12 months to ensure any changes to business operations are captured and the risk rating adjusted as required.

THIRD PARTY SOCIAL COMPLIANCE AUDITS:

We review suppliers' most recent social compliance audits that are visible on the Sedex platform. We use this to identify any areas that indicate human rights violations and it may prompt further investigation and escalation within our business. There were 122 audits undertaken by our suppliers during the reporting period in mutually recognised audit formats.

During the reporting period, we strengthened our third-party social compliance audit selection approach by expanding beyond high-risk seafood suppliers. We established a robust process to guide the selection of audits moving forward, ensuring consistency and transparency. As a part of this process, any supplier identified as high-risk will be required to have completed

an audit. Looking ahead, we plan to conduct on-site audits for one supplier per quarter with the view to also establish a validity period for on-site audits of high-risk suppliers. This approach reinforces our commitment to continuous improvement and proactive risk management across our supply chain.

TEAM MEMBER EDUCATION AND LEARNING:

During the reporting period, we broadened our training program beyond Procurement to include HR roles, Supply Chain, and Customer Fulfilment teams, while also delivering refresher training to our Procurement team members. These sessions reinforced awareness of modern slavery risks and built capability across key operational roles. Topics covered included:

- Where and why modern slavery occurs
- Industries where modern slavery is most prevalent
- Different types of modern slavery
- Indicators of high-risk suppliers, such as sector, geography, or business structure

Looking ahead, our focus will be on maturing this training content and integrating it into our Learning Management System. This will ensure all new employees gain an understanding of our commitment to human rights within our supply chain, and that annual refresher training is provided for key operational roles that play a critical part in our Program.

Mitigating Risks in our Seafood Supply Chain

Tuna



Simplot continues to strengthen its partnership with Pacifical, the global leader in tuna supply chain traceability and verification. Pacifical provides assurance and digital evidence that John West tuna is sustainably and responsibly sourced. This year marked a major milestone with the launch of a consumer-facing 'Trace Your Tuna' website, enabling customers to trace the origin of their individual can of tuna using the batch code printed on the can.

This platform is powered by Pacifical's SmarTuna system, which exchanges data via the Global Dialogue on Seafood Traceability standard and integrates directly with Simplot's internal systems. SmarTuna captures key tracking events, from fishing vessels through transshipment, discharge, and processing, delivering real-time traceability in seconds. A critical feature is the verification of raw material compliance before processing. If Pacifical's multilayer verification system, which includes trained observers onboard vessels, identifies any forced labour concerns, that material is excluded from our supply chain and never processed into John West products.

Simplot is proud to partner with Pacifical to advance industry standards, uphold human rights, and reinforce supply chain integrity with transparency and accountability.

Squid



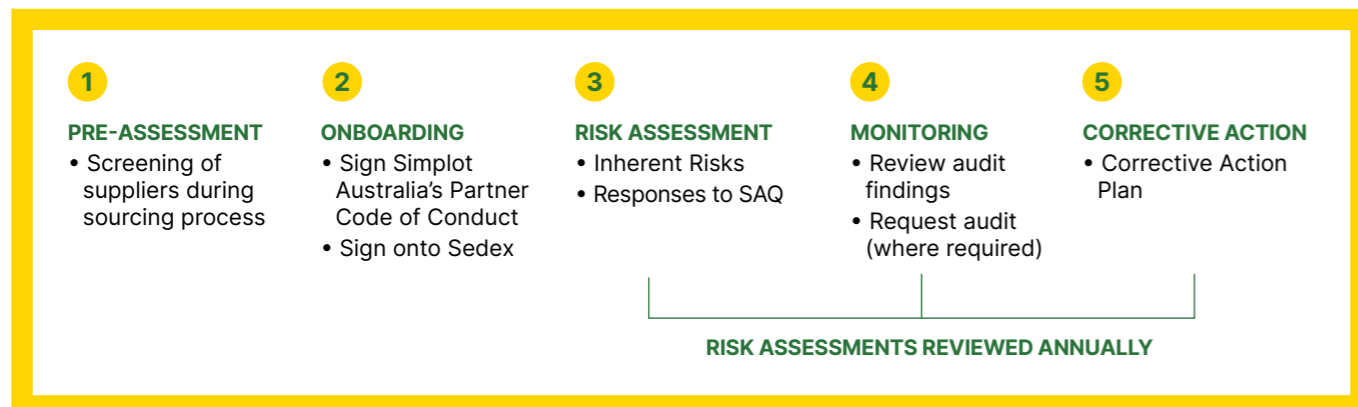
The group focuses on engaging supply chains to launch and implement improvement initiatives to address Illegal, Unregulated, and Unreported (IUU) fishing and human rights abuses and support the long-term sustainability in squid fisheries. The Group's strategic goals include (1) Governance and Participation, (2) Transparency and Traceability and (3) Science Based Management and (4) Human Rights Due Diligence. As a member, Simplot continues to leverage this membership to work within a pre-competitive industry alliance to improve standards.

Salmon



Processing of Alaskan Salmon can pose a risk in our supply chain due to the long working hours of the workers during the short timeframe of the salmon season. The factors that help to mitigate these risks include:

- The sites meet the Health and Safety requirements of the British Retail Consortium (BRC) Standards and are Marine Stewardship Council (MSC) Certified.
- We monitor the audit reports from the sites when available, and review the worker statements from the interviews confirming that they are satisfied with their pay and working conditions.
- The hours worked by the workers are voluntary, transparent and known to the workers before they start for the season as they are part of their contracts written in their preferred language.
- Simplot has developed excellent, long term-relationships with our suppliers. Each year we have early pre-season discussions to confirm volume sanctions.
- Simplot Category Managers visit the sites on an annual basis where they have the opportunity to view the worker accommodation and other facilities.



“ These insights will shape how we structure similar agreements moving forward, ensuring that human rights commitments remain non-negotiable.



Case Study:

How Training Empowered Our Teams to Act

This year, one of our service providers came under review after operational issues surfaced, issues that extended beyond performance and touched on human rights concerns. Thanks to the training we delivered to our on-site teams, they were equipped to recognise and escalate concerns quickly and confidently.

When our teams observed practices involving subcontractors that did not align with our standards, they initiated robust conversations with the Procurement Category Manager and the Anti-Modern Slavery Governance Group. These discussions were informed, constructive, and grounded in the knowledge gained through our modern slavery awareness training. The ability to identify risks and engage meaningfully demonstrated that our training program is working in practice, not just theory.

Despite collaborative efforts to address the issues, the supplier was unable to meet our operational and ethical requirements. Ultimately, we made the decision to exit the relationship. While this was a challenging outcome, it reinforced two critical points:

- Our teams are empowered to act decisively when standards are compromised.
- Training is a vital enabler for protecting human rights in our operations and supply chain.

This experience also provided valuable lessons for the future. We identified opportunities to strengthen contractual frameworks and embed clearer expectations around subcontractor management. These insights will shape how we structure similar agreements moving forward, ensuring that human rights commitments remain non-negotiable.



Assessing the Effectiveness of our Actions

We are continuing to assess the effectiveness of our activities and identify any areas of improvement in our efforts to minimise the risk of modern slavery in our operations and supply chain.

Since launching our Anti-Modern Slavery Program in 2019, we have strengthened our understanding of supply chain risks by leveraging insights from our industry network, reviewing supplier audit data, and monitoring global intelligence sources. As the Program has matured, we have identified the opportunity to integrate technology solutions to enhance compliance and support our suppliers more effectively. We continually review our Program structure and governance framework to ensure that our efforts and focus to mitigate the risks of modern slavery are aligned with industry best practice.

We will continue to assess the effectiveness of our actions by partnering with our suppliers, recording actions and outcomes and working with external industry groups. Since we commenced reporting, we assessed the risks of modern slavery in our operations to be low based on various internal and external verification methods, such as all our manufacturing sites continuing to maintain a low-risk rating on the Sedex platform. This reinforced that the actions we have taken to raise awareness, educate and make improvements within our business regarding modern slavery have been effective.

Process of Consultation with Relevant Entities

Simplot Australia is licensed by its parent company, Simplot, to manufacture and sell the consumer brands that relate to this Statement. Simplot Australia owns Simplot Australia (International) Pty Ltd, a holding company, that in turn owns Simplot New Zealand Limited, a small sales office operating in New Zealand. Simplot New Zealand Limited does not have separate supply chains and operates under Simplot's broader procurement and compliance framework. Consultation with Simplot New Zealand Limited was undertaken via engagement with Simplot's leadership team that oversees the operations of Simplot New Zealand Limited and modern slavery risk management are centrally coordinated across both jurisdictions. Information on local New Zealand operations, supply chains and risk practices was reviewed and incorporated into Simplot's assessment process and not considered to increase the risk of modern slavery to Simplot.

Progress Against Objectives and Areas of Future Focus

We are committed to continuous improvement of our Program to identify and remedy any modern slavery risks in our operations and supply chain. We will continue to work closely with our team members, suppliers and customers to further progress our policies, practices and standards across our business. Progress against our commitments in the previous reporting period is outlined below, along with our areas of future focus throughout the next reporting period.

Program Development

COMMITMENT	PROGRESS DURING REPORTING PERIOD AND FUTURE FOCUS	STATUS
Focus on areas of heightened modern slavery risks in our supply chain.	FY25: Established a consistent selection process for suppliers regarding social compliance audit requests, expanding from beyond high-risk seafood to all high-risk suppliers. FY26: Progress quarterly on-site audits and set validity periods of audits of high-risk suppliers to drive proactive risk management.	✓
Review Anti-Modern Slavery Program Framework.	FY25: Reviewed scope of suppliers currently included in our Program, through this we identified a portion of indirect suppliers that we will look to integrate into our Program for FY26. FY26: Risk assess and integrate new scope of suppliers to be included, support the continued onboarding of New Zealand suppliers who were brought into the Program in FY25. FY26: Continue to align with industry best practice for identifying and mitigating modern slavery risks. Review and evolve Program framework to meet these standards.	🔄
Achieve and maintain Sedex SMETA 4 Pillar accreditation for our manufacturing facilities where risks are identified.	FY25: Simplot and our customers in Australia continue to assess our operational risks as low. As such, we have not received any requests to complete SMETA 4 Pillar audits at our manufacturing facilities. FY26: Continue to monitor and address risks at our manufacturing facilities, taking learnings from our Simplot Global Food sites that are undertaking SMETA 4 Pillar audits in the reporting period.	🔄

Education and Learning

Maintain team member training on modern slavery awareness.	FY25: Provided refresher training to team members where required and ensured new team members received the required training. FY26: Further enhance our training programs by integrating training into our Learning Management System to form part of mandatory training.	🔄
Progress supplier engagement to address modern slavery risks in our supply chain.	FY25: Continued to expand supplier engagement to other suppliers in strategic categories where applicable. FY26: Expand this process into a formal framework to increase the number of suppliers in scope as our Program matures.	🔄

Industry Partnerships

Continually identify areas where we can work with our partners to include human rights measures into responsible seafood sourcing across the industry.	FY25: Connected an industry partner with a key customer to accelerate traceability initiatives across the supply chain. FY26: Continue to strengthen our partnerships to leverage their industry expertise for development of our knowledge and Program.	✓
Collaborate in industry forums and networking to share learnings	FY26: Actively participate in industry forums, discussions and conferences.	🔄
Work closely with our customers to identify and manage human rights risks and optimise processes to address them.	FY26: Purposefully collaborate with our key customers on a frequent basis, to share emerging insights, compare program learnings and discuss areas of focus for our respective businesses with a view to working together to address modern slavery risks.	🔄

Key: Completed = ✓ Ongoing = 🔄 FY25 = Current Reporting Period FY26 = Next Reporting Period

