

Meiji Dairy Australasia Pty. Ltd.

Modern Slavery Statement for the financial year ending 31 March 2024

This Modern Slavery Statement describes the steps taken by Meiji Dairy Australasia Pty. Ltd. (“MDA”) during its financial year ending 31 March 2024 to address modern slavery risks in its operations and supply chains in accordance with the Australian Modern Slavery Act 2018 (Cth). MDA does not tolerate modern slavery within its business or within its supply chains. MDA is committed to ensuring that it complies with all measures to identify, manage, and mitigate the risks of modern slavery within its business, and expects its suppliers to abide by the same values.

1. Business Structure and Operations

MDA is a wholly owned subsidiary of Meiji Co., Ltd. (“Meiji”) which is a Japanese food company, and Meiji is a wholly owned subsidiary of Meiji Holdings Co., Ltd. (“Meiji HD”) which is a holding company. MDA acts to address the risk of modern slavery in cooperation with Meiji and Meiji HD.

We at the Meiji Group (its ultimate parent company is Meiji HD) seek to be a corporate group that widens the world of Tastiness and Enjoyment, meets consumers’ expectations regarding Health and Reassurance, and makes a positive contribution to the lives of people around the world by offering products and services in a wide range of fields to every generation, from infants to seniors. Based in Japan, the Meiji Group also does business in the U.S., Europe, Asia, and Oceania with more than 17,000 employees around the world.

The Meiji Group conducts business mainly in the fields of food and pharmaceuticals in about 200 countries and regions. In the food business, Meiji manufactures and sells milk and dairy products, processed foods, confectioneries, nutritional products, and more. Meiji has 20 Group companies and 25 production plants in Japan, while overseas it has 16 Group companies in such places as China, Thailand, Singapore, Australia, and the U.S.

MDA is based in Melbourne, and has a branch office in Singapore. MDA is mainly in charge of procurement of food ingredients and raw materials used by Meiji in its manufacturing, employs one (1) employee at its head office in Melbourne, and two (2) at its branch office in Singapore. They are employed in accordance with the local laws and regulations of such municipalities and countries, including, but not limited to, ensuring wages at or above the statutory minimum are paid, and

employees can operate in a safe environment.

2. Supply Chain Overview

MDA works with approximately 20 suppliers, procures food ingredients such as dairy raw materials from Australia, the United States, and some other countries. MDA acknowledges that both Australia and the United States have low level of vulnerability to modern slavery, being 7% and 25% respectively (Global Slavery Index, 2023). Most of the procured ingredients are supplied mainly to Meiji's subsidiary in Singapore, and then exported to Japan as intermediate processed products, which are used for processed foods produced at Meiji. MDA's supply chains are relatively easy to understand and manage since MDA is specialized in the business of procurement, and solely purchasing and selling with our suppliers. This enables MDA to quickly recognize the possibility of the human rights risks in and around our supply chains and strive to mitigate them, as necessary.

The Meiji Group established the Meiji Group Supplier Code of Conduct in FY2020 and revised the Code in April 2023 (described in 4 below) to ensure that Meiji Group companies and MDA are working with Suppliers to fulfill our social responsibility, including the prohibition of modern slavery practices. This Group Supplier Code of Conduct provides, amongst other things, that MDA suppliers are prohibited from engaging in forced or child labor practices, prohibited from engaging in discrimination or harassment of employees, and must commit to pay all employees at least the minimum wage. MDA conducts business with a full understanding of the content and purpose of the Code and the Meiji Group Procurement Policy (described in 4 below) and is committed to ensuring to the extent that it can, that MDA suppliers comply with their obligations.

3. Modern Slavery Risks

The Meiji Group and MDA actively work to catch potential and manifested human rights issues in each supply chain. In doing so, we refer to the advice of outside experts and to survey reports and relevant guidelines from various national governments and NGOs. After identifying human rights risks in each value chain and assessing their impact, the Meiji Group then identified salient human rights issues in FY2019. In consolidated FY2022, we reviewed and updated salient human rights issues as follows, based on the progress of our efforts to date and social trends.

【Salient Human Rights Issues】

- (1) Discrimination and harassment
- (2) Gender equality
- (3) Child labor

- (4) Slave (forced) labor and human trafficking
- (5) Violation of freedom of association and collective bargaining rights
- (6) Unfair labor conditions and wages
- (7) Occupational safety and health
- (8) Working hours
- (9) Violation of foreign workers' rights
- (10) Negative impacts on healthy lifestyles and access to water for local people
- (11) Negative impacts of marketing to children
- (12) Negative impacts on customers' health
- (13) Access to information
- (14) Privacy protection

MDA is fully aware that while it has taken steps to prevent these risks from occurring, human rights issues may arise in our operations and supply chains. MDA is determined to appropriately address the risks of modern slavery, and take steps to prevent these identified risks from actualizing.

4. Relevant Charter, Policies and their Enforcement

The Meiji Group, following deliberation by Meiji HD Board of Directors or Executive Committee, has established the following charter and policies to prevent modern slavery risks in our operations and supply chains. MDA is committed to training our employees and properly working with our suppliers in order to ensure the acknowledgement of these charter and policies.

(1) Meiji Group Corporate Behavior Charter

This document, in which we recognize the gravity of our responsibilities, prescribes the conduct that each person working at the Meiji Group, as someone concerned with the business of food and health, is to practice to ensure continual fulfillment of our obligations to society.

(2) Meiji Group Policy on Human Rights

This document, based on the concept of respect for human rights as outlined in the Meiji Group Corporate Behavior Charter, prescribes that we constantly recognize that all persons are free by nature and equal in terms of dignity and rights and that we conduct our business activities fairly and sincerely.

(3) Meiji Group Procurement Policy

This document prescribes that we be constantly alert to comply with the law, practice fairness and transparency, and prevent corruption. Together with our Suppliers, we practice procurement that is mindful of our social responsibility to protect human rights and environment to ensure we supply

our customers with high-quality products and services that are safe and offer peace of mind. Based on this Policy, we have also established and follow separate Procurement Guidelines for five types of raw materials: cocoa, palm oil, paper, raw milk and soy.

(4) Meiji Group Supplier Code of Conduct

In June 2020, the Meiji Group established the Meiji Group Supplier Code of Conduct in order to achieve responsible procurement activities that consider human rights and the environment throughout the supply chain. Moreover, considering the diversification of social issues since that time, as well as the need for a more multifaceted response, we revised the Supplier Code of Conduct for the better in April 2023. This revised Supplier Code of Conduct provides for initiatives expected of suppliers, including conduct related to human rights and labor, safe and healthy working environment, and the establishment of a grievance system and prohibition of retaliation.

Further information regarding the Meiji Group Policies is available here :

<https://www.Meiji.com/global/sustainability/policies/>. Meiji Group Policies apply to MDA and its operations in Australia.

MDA is committed to undertaking appropriate and ongoing due diligence in relation to its suppliers. In this sense, Meiji HD and Meiji survey our first tier suppliers' current awareness of human rights through supplier questionnaires, and promotes enlightenment activities and other initiatives within Meiji Group. In addition, MDA has disseminated the "Meiji Group Supplier Code of Conduct" to suppliers with whom it does business, in order to ensure uniform recognition of each human rights risk with suppliers and to avoid risks in the supply chain.

5. Assessing the Effectiveness of our Action

MDA is committed to assessing, on an ongoing basis, the effectiveness of its actions to address the risks posed by modern slavery. MDA works with Meiji's and Meiji HD's key divisions (business divisions, human resources, legal and sustainability, etc.), and will continue our efforts to address and reduce human rights risks in our operations and supply chains. Specifically, by using the supplier questionnaires that Meiji HD and Meiji conducted as reference, MDA strive to grasp and analyze the actual situation and status of our suppliers. This analysis includes an assessment of human rights risks and remediation processes by each supplier, and MDA will enhance our engagement with each supplier as needed. Furthermore, MDA is truly committed to protect against the risks posed by modern slavery and commits to maintaining a consistent awareness of issues related to human rights and modern slavery risks, conducting ongoing monitoring of inappropriate practices within our company and supply chains, and assessing the effectiveness of our actions

taken above on an ongoing basis.

This Statement was approved by the Board of Directors of MDA on 6 August 2024



Seiji Hirano
Managing Director
6 August 2024