



FY25 Australia

**Modern Slavery
Statement**





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Preface

This statement is made pursuant to Australia's Modern Slavery Act 2018 (No. 153) for the period 27 May 2024 to 25 May 2025 ("reporting period"). This statement is made on behalf of Lamb Weston Australia Holdings Pty Ltd (ACN 629 887 270, otherwise referred to as "Lamb Weston Australia" for the purposes of this statement). Lamb Weston Australia is the applicable reporting entity pursuant to the Modern Slavery Act 2018.

Our Purpose

We bring the world together with our fries.



Our Mission

We create experiences that inspire and serve customers around the world with food they love and trust.

About Lamb Weston

Lamb Weston Holdings, Inc. ("Lamb Weston") is a leading supplier of frozen potato products to restaurants and retailers around the world. For 75 years, Lamb Weston has led the industry in innovation, introducing inventive products that simplify back-of-house management for its customers and make things more delicious for their customers. From the fields where Lamb Weston potatoes are grown to proactive customer partnerships, Lamb Weston always strives for more and never settles. Because, when we look at a potato, we see possibilities. Lamb Weston products can be found in more than 100 countries around the world. Lamb Weston Australia is a wholly owned subsidiary of Lamb Weston. Our business is built on a foundation of trust. We earn that trust by acting ethically and with integrity in everything we do. In fact, Integrity is one of our core values. We detail our expectations for ethical behavior in Lamb Weston's Code of Conduct, Supplier Code of Conduct, Human Rights Policy, as well as a range of policies that provide company guidelines on specific issues.

This statement for Lamb Weston Australia reflects our long-standing approach to addressing modern slavery and highlights the work we have undertaken and continue to monitor.

Our Values

INTEGRITY

We do the right thing every time, even when no one is looking.

TEAMWORK

By putting our heads together, we see the bigger picture and become stronger together.

DRIVE FOR RESULTS

We challenge ourselves and each other to find better ways to do things, raising the bar for what's possible.

INCLUSION

We embrace differences and make it safe to be ourselves because we all count.

EMPOWERMENT

We think like leaders and act like owners.

Structure

Lamb Weston is headquartered in Eagle, Idaho, USA with manufacturing operations in eight countries strategically located in the world's best potato-growing regions. Lamb Weston employs approximately 10,800¹ people around the world in manufacturing plants, sales offices, and corporate offices. Lamb Weston has subsidiaries that conduct their own day-to-day business and operations while maintaining alignment with a global approach and consolidated financial reporting structure. In Australia, Lamb Weston's food manufacturing business is conducted through Lamb Weston Australia and its controlled companies including, for this reporting period:

Our Business	
Founded in	1950
	
Headquartered in Eagle, Idaho	
26	production facilities ²
75	years in business
~10,800	team members ¹

**Making fries,
making strides.**

Lamb Weston Australia Pty Ltd	ACN 634 083 846
New Zealand Branch	NZBN 9429051874582
Food Coatings Australia Pty Ltd	ACN 670 441 899
Lamb Weston Victoria Pty Ltd	ACN 641 860 899
Marvel Packers Pty Ltd	ACN 097 224 612
Tuber Holdings Pty Ltd	ACN 621 725 380
Tuber Investments Pty Ltd	ACN 621 731 913

Operations

Lamb Weston Australia is a producer of frozen potato products employing more than 100 people in Australia between three potato processing facilities and a head office in Victoria. Activities in Australia include sourcing of raw materials (mainly potatoes, packaging, and cooking oil) and converting potatoes into par-fried frozen potato products, which are then marketed and sold to customers.

Lamb Weston Australia also imports frozen potato products from Lamb Weston production facilities in North America and Europe. Products manufactured in Australia and products imported are stored in third-party frozen storage facilities in Victoria, New South Wales, Queensland, South Australia, Western Australia, and New Zealand and are distributed to restaurants, pubs, clubs, cafes, and other food serving hospitality businesses across Australia and New Zealand by foodservice distributors. Retail products are distributed directly to the customer distribution facilities.

Lamb Weston Australia employs sales professionals to service foodservice distributors, retail customers, and quick service restaurant customers in Australia.

¹ As of January 2025; excluding joint ventures and temporary labor.

² As of report publication, includes joint ventures and reflects facility closure in October 2024.

Supply Chain and Monitoring

Lamb Weston Australia's supply chain is a combination of local and overseas suppliers covering various products and services. In our fiscal year ended May 25, 2025, we procured potatoes from a network of growers, and sourced ingredients, packaging, and finished goods from third-party suppliers. Within our supply chain, our suppliers include transportation and warehousing service providers as well as providers of facilities management, information technology (IT), and other services. Lamb Weston Australia engages and monitors suppliers on modern slavery related topics in several ways.

Lamb Weston's global Supplier Code of Conduct acts as a foundation which outlines requirements around compliance with applicable laws, regulations, and practices. Key topics relating to modern slavery include:

Voluntary Employment	<p>Our suppliers must ensure that no forced labour is used. This includes:</p> <ul style="list-style-type: none">• Bonded labour,• Indentured labour,• Involuntary prison labour,• Slavery,• Servitude, or• Any other slavery-like practices. <p>Additionally, they are prohibited from engaging in any activities that exploit individuals through force, fraud, or deception for the purpose of exploitation for profit.</p>
Child Labour Avoidance	<p>For the purposes of our Supplier Code of Conduct, a "child" is a person employed under the legal age of employment. Lamb Weston supports the elimination of child labour and exploitation of children which includes: slavery, trafficking, debt bondage, forced labour, and other forms of modern slavery.</p>
Working Hours	<p>Suppliers must adhere to applicable laws and regulations regarding the maximum work hours, vacation time, leave periods, and holidays.</p>
Wages and Benefits	<p>Lamb Weston suppliers must provide adequate compensation, regular and overtime, as prescribed by applicable laws and regulations.</p>
Freedom of Association	<p>We expect our suppliers to respect the rights of our employees to associate freely and bargain collectively as set forth by applicable laws and regulations. We encourage open communication between our suppliers and their employees to maintain a positive work environment.</p>

Contracts with Lamb Weston Australia include the Lamb Weston Australia Supplier Code of Conduct, further establishing expectations and requirements on modern slavery topics.



Risks of Modern Slavery

Lamb Weston Australia recognizes that potential risks related to modern slavery may arise in its operations and supply chain. However, within our own operations, we assess the risk of modern slavery to be low given the operational oversight as well as the controls that we have in place. In this respect, our internal policies, including our Company Code of Conduct, and core values reflect our commitment to act with integrity which includes implementing and enforcing systems and controls to ensure modern slavery is not occurring.

Integrity is the foundation for everything we do.

This means always doing right by our people, our communities and our planet, regardless of the circumstances or pressures we face, and whether or not anyone is watching. We ensure a safe and healthy workplace.

On the other hand, we recognize that the risk may be higher among our suppliers due to the inherent challenges of maintaining direct oversight. This is especially so with respect to our suppliers who operate in the agricultural sector. For example, to meet the demands of seasonal activities such as sowing and harvesting of crops, casual and temporary workers may be used and these workers typically have fewer employment protections in terms of working hours, adequate compensation, and workplace health and safety, among others, compared to those in permanent positions.

On the basis of our recognition that modern slavery risks may exist in the food manufacturing business, our Supplier Code of Conduct seeks to provide a guideline of expectations, highlighting key laws and regulations as well as outlining additional requirements that Lamb Weston expects its suppliers to meet, including in the areas of human rights and modern slavery. For example, the Supplier Code of Conduct requests that our suppliers utilize only voluntary employment and ensure proper employment of minors at all stages of farming, manufacturing, delivering, and processing of finished goods.

Additionally, our Supplier Code of Conduct provides sources to report violations of the Code, one of which is our EthicsPoint site. Within this site, employees and suppliers may report any concerns without fear of retaliation if reports are made in a good faith manner.

Actions Taken and Due Diligence

At Lamb Weston, company policies serve as a foundation and contribute to consistency in initiatives undertaken at all Lamb Weston facilities globally. Specific to modern slavery, several policies and processes are in place to support identification, mitigation, and management of risks, including modern slavery risks, in its global operations including Australia. These policies and processes are further elaborated below.

Policies

Code of Conduct	Procurement Policy	Supplier Code of Conduct
Due Diligence Required for Channel Partners, Suppliers, and Third Parties Policy		
Lamb Weston's Code of Conduct details our expectations for ethical behavior, legal responsibilities, and outlines policies that provide guidelines to uphold our commitment to our company's values: Integrity, Teamwork, Inclusion, Empowerment, and Driving Results.	Before engaging or renewing an existing relationship with channel partners, suppliers or other third parties, employees are required to seek prior written approval from Lamb Weston's Legal Department by requesting to start the due diligence process.	Lamb Weston's Supplier Code of Conduct highlights key laws and regulations and outlines additional supplier compliance expectations for our suppliers to lawfully conduct their business with the same standards of integrity and ethical behavior.
Our Code of Conduct explicitly prohibits the use of forced labour, child labour, human trafficking, slavery, and inhuman working conditions. In addition, the Code addresses prohibition against retaliation made in good faith, corrective action and discipline, and provides communication channels for questions and concerns regarding potential violations.	Lamb Weston believes that engaging in risk-based due diligence on these external parties is an important way for us to identify business partners whose commercial practices align with our purpose, mission, and values and to reduce the risk that these partners will engage in unethical or unlawful conduct.	Specifically, suppliers are required to act in accordance with all applicable laws relating to workplace and human rights. In this regard, the Code of Conduct prohibits forced labour (including bonded, indentured, and involuntary prison labour) and child labour and requires that suppliers ensure that their employees work reasonable hours, receive compensation and other benefits in accordance with laws, are provided with a safe workplace free of harassment, and are given the freedom to associate, organize, and bargain collectively in accordance with applicable laws. The Supplier Code of Conduct has undergone third-party review to identify areas where workplace rights, environmental stewardship, and ethics may be strengthened. We anticipate future improvements of the Code as we consult with external experts to analyze the ever-changing global environment.
The Code is reviewed annually by Lamb Weston's Compliance Department to ensure continued accuracy and relevancy to the wider business. The Code of Conduct and related policies are available to any team member through our internal Ethics and Compliance portal. Some select policies are published on our website.	During the due diligence process and throughout any subsequent contract period with the third parties, employees are responsible for monitoring their interactions with the third parties for "red flags" and bringing such red flags to the attention of the Legal Department for further review and advice.	

Processes

Pursuant to Lamb Weston’s Due Diligence Required for Channel Partners, Suppliers, and Third Parties Policy, new channel partners, suppliers and other third parties that Lamb Weston Australia works with are screened during on-boarding and regularly thereafter. During the due diligence process and throughout any subsequent contract period with the third parties, Lamb Weston Australia employees are required to monitor their interactions with the third parties to identify “red flags” and report such red flags to the Legal Department for further review.

In addition, Lamb Weston’s Supplier Compliance Program is comprised of tasks related to qualifying, assessing risk, and auditing suppliers of ingredients and food contact and secondary packaging materials used at Lamb Weston production facilities. This provides opportunities for supplier site audits, during which any risks or concerns relating to modern slavery that are identified or witnessed may be reported back to Lamb Weston’s Procurement and/or Legal Department for further assessment. We view our suppliers as partners and frequently engage with them on various issues, including human rights.

Additionally, we have conducted a double materiality assessment which is a formal exercise aimed at engaging internal and external stakeholders for the purpose of:

- ranking environmental, social and governance (ESG) issues,
- deepening our understanding,
- identifying risks, and
- prioritizing key issues.

The insights from this assessment are used to guide strategies and communication and are shared each year in Lamb Weston’s Sustainability Report. The double materiality assessment is conducted from time to time to maintain relevancy with the global ESG landscape.

For the potato supply chain, prior to contracting with any farmer, we execute a process of review to ensure each entity can meet Lamb Weston’s requirements specific to growing potatoes. In addition to access to appropriate farmland, equipment, and specific potato expertise, Lamb Weston seeks to only partner with reputable farming entities. Violations of labour laws including the use of forced or slave labour, child labour, and unfair wage and treatment disqualifies a farmer or farm as a supplier. Many of our farmers have contracted with Lamb Weston for decades and are valued partners in our business. Specifically in Australia, Lamb Weston Australia conducts regular visits of growers’ sites. The team also has regular meetings with the growers and reviews all clauses in the growers’ contracts including clauses that address human rights and modern slavery. The growers are also asked to review and sign our Supplier Code of Conduct either at onboarding or on an annual basis. In addition, all growers are accredited by either HACCP or Freshcare (grower accreditation) which provides another layer of third-party audits.

In terms of contractual documentation, Lamb Weston Australia’s General Terms and Conditions for Purchase incorporate the Supplier Code of Conduct by reference and require that suppliers, as well as their subcontractors (if applicable), comply with the Supplier Code of Conduct.

In addition, Lamb Weston Australia’s potato purchase agreement incorporates the Lamb Weston Australia Supplier Code of Conduct which sets forth the business conduct standards to which Lamb Weston Australia expects its suppliers to adhere. Amongst the standards set out in this Code of Conduct are those relating to human rights and modern slavery, including for example providing a workplace free from discrimination, harassment and other forms of abuse, respecting human rights and prohibiting all forms of forced or compulsory labour, avoiding the use of child labor, and respecting employees’ right to freedom of association. To the extent applicable, the Supplier Code of Conduct has and will continue to be incorporated into other agreements that Lamb Weston Australia signs with other third parties.

Consultation, Training, and Grievance Mechanisms

Consultation

Lamb Weston Australia operates through a local procurement and human resources system which aligns with Lamb Weston's overall policy standards to minimize and avoid potential risks of modern slavery within our own business and that of our suppliers.

Modern slavery and human rights topics are managed cross-functionally between Lamb Weston's Legal, Procurement, ESG Administration, and Agricultural departments. These groups engage quarterly through Lamb Weston's ESG Governance structure.

Lamb Weston's Senior Director, ESG Administration oversees our ESG and sustainability programs with the support of a cross-functional ESG Council consisting of leaders across the business. The team is responsible for ESG and sustainability program strategy development, management, and communication to senior leadership. The Senior Director, ESG Administration also participates in the company's annual enterprise risk management assessment and provides feedback on ESG-related matters, including risks involving modern slavery and forced labour. This provides an opportunity to address ESG-related issues through a formal business process. The ESG Council, whose members are appointed by Lamb Weston's Executive Leadership Team, works directly with subject matter experts throughout our organization to execute our ESG strategy and make progress toward our goals.

Training

As a global company, Lamb Weston maintains and enforces our Code of Conduct and human rights-related policies. All new employees receive the Code of Conduct training through onboarding and all employees are also required to complete annual training on the Code of Conduct. Other topics included in annual mandatory learning for certain levels of the organization include anti-corruption, conflicts of interest, information security, and anti-harassment. During new employee onboarding, team members receive training and information about Lamb Weston's values, two of which are Integrity and Inclusion.



Grievance Mechanisms

Lamb Weston provides several ways to report issues, complaints, and grievances including:

For Employees



Provided they are not involved in the matter concerned:

The employee's supervisor or manager.



Lamb Weston Human Resources Representative.



Lamb Weston General Counsel:

compliance@lambweston.com



Lamb Weston Helpline:

lambweston.ethicspoint.com or 1 800 531 663 (for Australia)

For violations related to:

- bribery,
- financial recording and reporting,
- internal accounting controls, and
- an auditing matter or fraud.

Employees may contact the Audit Committee of the Lamb Weston Board of Directors.

By mail:

Lamb Weston Holdings, Inc.
Attn: Audit Committee of the Board of Directors
599 S. Rivershore Ln., Eagle, ID 83616

By email:

audit_committee@lambweston.com

For Suppliers

Suppliers are encouraged to ask questions and seek advice before acting, rather than after.

Questions may be sent to:

suppliers@lambweston.com

Beyond the Reporting Period

Lamb Weston does not tolerate slavery, forced labour, child labour or human trafficking in any form and expects its employees and suppliers to adhere to the same standards. During the current reporting period and beyond, as we continue to address the risks of modern slavery and explore ways to manage the risks across our business and supply chains on an ongoing basis, we are engaging in several areas to strengthen programs, processes, and policies.

Human Rights Policy

Our Human Rights Policy, which was created in June 2024, encompasses our continuous monitoring of domestic and international human rights-related regulations. This Policy not only captures Lamb Weston's stance on human rights-related matters, but also our perseverance in remaining globally aligned with new and upcoming regulations and standards.

The Human Rights Policy specifically references the Australian Modern Slavery Act 2018 among other similar regulations such as Canada's Fighting Against Forced Labour and Child Labour Act and the United Kingdom's Modern Slavery Act 2015. Additionally, it addresses our global positioning on child and forced labour, freedom of association, fair compensation, supplier expectations specific to modern slavery, enforcement, and how these concerns may be reported without fear of retaliation.

This Policy is mandatorily reviewed on a yearly basis and is applicable to Lamb Weston and its global subsidiaries, employees, corporate officers, directors, and contractors (whether independent or employed through an agency) assigned to work at or for Lamb Weston. This yearly assessment ensures accountability and agility in staying up to date with the dynamic landscape of social accountability and human rights principles.

Whistleblower Policy (Australia)

In October 2024, Lamb Weston Australia published its Whistleblower Policy in an attempt to facilitate an environment where the reporting of suspected misconduct or improper state of affairs (amongst others) regarding Lamb Weston Australia and its operations, is encouraged without fear of detriment.

This policy outlines:

- Types of disclosures that would qualify for protection,
- How qualified disclosures should be made and to whom,
- The support provided by Lamb Weston for eligible whistleblowers,
- A description of the fair treatment from Lamb Weston for employees indicated in the disclosure, and
- Investigation methods and procedures for suspected misconduct.

The policy is similarly reviewed on a regular basis (every 2 years) to ensure the policy's relevance and agility in keeping up with developments on this front.

Reporting

It is Lamb Weston policy that the reporting of suspected misconduct results in no retaliatory measures for good faith complaints within the Code of Conduct, Equal Employment Opportunity, Non-Discrimination, and Prohibition of Harassment Policy, Workplace Conduct Internal Investigations Policy, and Human Rights Policy. The same principle is adopted by Lamb Weston Australia in its internal policies including the Whistleblower Policy. Lamb Weston continues to maintain its EthicsPoint helpline and other grievance reporting capabilities as noted in this statement.

Sedex

In January 2025, Lamb Weston Australia completed its registration with Sedex (Supplier Ethical Data Exchange), a global non-profit organization which provides a platform for businesses to share and manage ethical supply chain data.

Sedex provides tools for a business to identify and assess the environmental and social risks that are present in their supply chain.

Following registration, we completed a self-audit at our main manufacturing site, Hallam North. The self-audit led to a number of actions including auditing of our third-party providers of personnel.

The leadership team ensures completion of the yearly Sedex self-assessments and any actions resulting from those assessments. The self-assessment process will help us monitor forced labour and child labour risks within our operations.

EcoVadis

In addition, some of the tools currently used to monitor supply chain in North America are being considered for phased-in applications to Lamb Weston's global suppliers. In Australia, EcoVadis is currently being considered and is a platform that is structured upon four themes: Environment, Labor & Human Rights, Sustainable Procurement, and Ethics. It evaluates and scores a company's performance on ESG matters using international sustainability standards such as the United Nations Global Compact. Currently, Lamb Weston conducts self-assessments within this platform to gain an understanding of our performance and operational risks as well as ensuring our suppliers continuously monitor risks in our supply chain.

We have partnered with some of our suppliers to conduct EcoVadis Sustainability assessments. Additionally, we have asked multiregional suppliers to not only provide regional but also global parent-level scorecards. Similar initiatives should be completed in our Latin America (LATAM) and Asia Pacific (APAC) regions by fiscal year 2026.

Governance

Lamb Weston has established a formal sub-group of its ESG Council focused on social accountability which will operate under the ESG Governance structure and meet biannually to discuss upcoming regulations and strategies.

Additional Resources

Lamb Weston Home Page, Policies, and Reports

- [Lamb Weston Home Page](#)
- [Code of Conduct](#)
- [Human Rights Policy](#)
- [Purchase Terms and Conditions](#)
- [Supplier Code of Conduct](#)
- [Sustainability Report \(Fiscal Year 2024\)](#)

Approval

This statement has been approved by the Board of Directors of Lamb Weston Australia and is signed by its duly authorized Director whose details are set out below.

Signed,

Simone Gibson

20-Sep-2025

Simone Jane Gibson
VP and GM APAC

