

The header image features a lush green agricultural field, likely a vineyard, with rows of plants stretching into the distance. In the upper left, a few small figures of people can be seen working in the field. The right side of the image is partially covered by a large, curved red shape that serves as a background for the Kagome logo.

Modern Slavery Statement 2025

Reporting Entity

This Modern Slavery Statement is submitted by Kagome Australia Pty Ltd (ABN: [Insert ABN]), in accordance with the Australian Modern Slavery Act 2018 (Cth). It covers our financial year ending 31 December 2024.

Introduction

At Kagome Australia, we uphold the belief that everyone has the right to live and work free from slavery, servitude, forced labour, and human trafficking. As a responsible and ethical business, we continue to acknowledge the significant risk of modern slavery in global supply chains. We remain steadfast in our commitment to identifying, preventing, and mitigating these risks within our operations and supply chains.

This statement serves as our third annual modern slavery statement, detailing our ongoing approach and efforts in compliance with the Australian Modern Slavery Act 2018. We recognise the critical importance of transparency, accountability, and collaboration with our stakeholders in this ongoing journey. We are dedicated to continuously enhancing our practices to combat modern slavery in all its forms.



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Structure

Kagome Australia is a wholly owned subsidiary of Kagome Co. Ltd., a multinational food company headquartered in Japan. As part of a globally integrated business, Kagome Australia benefits from the broader corporate vision and governance of its parent company, while maintaining operational independence tailored to the Australian market. The company focuses on manufacturing fruit and vegetable-based products such as tomato paste, diced tomatoes, sauces, powders, and oils. These products are supplied primarily to business-to-business (B2B) and foodservice clients, forming a critical part of the value chain for a wide range of food manufacturers and service providers.

Operations

Kagome Australia's operations are strategically located in regional Victoria and New South Wales, where a combination of farming and processing facilities supports the end-to-end production cycle. The processing facility is the core of manufacturing activity, where raw fruit and vegetable inputs are transformed into high-quality products through advanced processing technologies. Farming operations provide a reliable and traceable source of raw materials, many of which are grown under contract with local producers. This regional base not only supports local economies but also ensures a short supply chain and high levels of freshness and product quality. Investment in equipment, workforce capability, and sustainability practices ensures that operations are efficient, compliant, and environmentally responsible.



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Supply Chains

Kagome Australia operates within a complex and globally connected supply chain that supports the production of fruit and vegetable-based food products. A significant portion of our raw agricultural materials is sourced locally from growers in regional Victoria and New South Wales, ensuring freshness, traceability, and support for regional communities. However, to maintain product quality, cost-efficiency, and continuity of supply, we also rely on a diverse network of international suppliers for packaging materials, processing inputs, and specialised services.

Our suppliers operate across a broad range of sectors, including:

- Agriculture, Forestry, and Fishing
- Manufacturing
- Retail
- Wholesale
- Construction
- Cleaning
- Building Services Contracting
- Maintenance and Repair of Motor Vehicles
- Electricity, Gas, Steam, and Air Conditioning Supply
- Water Supply, Sewerage, and Waste Management
- Transportation and Storage
- Professional and Scientific Services
- Administration and Support Services
- Labour Hire
- Accommodation and Food Service Activities
- Information and Communication
- Government Administration, Defence, and Social Security
- International Organisations, Diplomatic, and Consular Services
- Mining and Quarrying

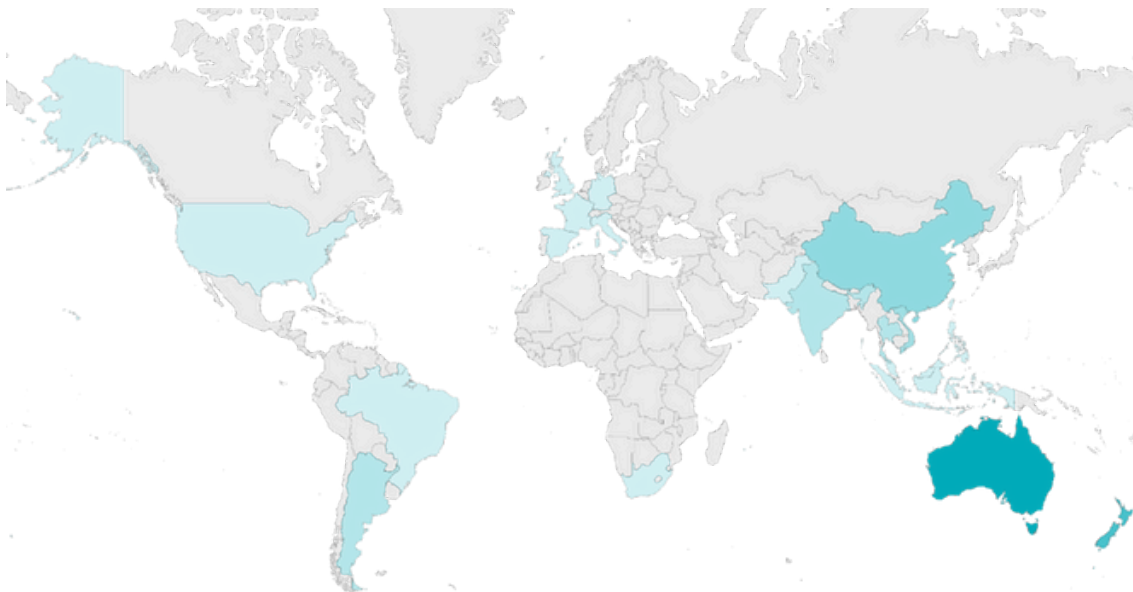


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Geographically, our suppliers are located across Australia and 21 other countries, including:

- Argentina
- Brazil
- China
- France
- Germany
- India
- Indonesia
- Italy
- Malaysia
- New Zealand
- Pakistan
- Philippines
- Singapore
- South Africa
- Spain
- Taiwan
- Thailand
- United Kingdom
- United States of America
- Vietnam





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We recognise that certain regions, particularly Southeast Asia and South America, present elevated risks of forced labour and human trafficking, especially in the production of packaging materials and some agricultural inputs. Contributing factors include economic vulnerability, inadequate enforcement of labour laws, and high reliance on low-skilled manual labour.

Risk of Modern Slavery in Operations and Supply Chain

Our suppliers operate, produce, and source across several sectors. Some of these sectors are considered high-risk due to their association with modern slavery and child labour, as identified in the Global Estimates of Modern Slavery and Child Labour (ILO & UNICEF, 2021). Risk indicators include:

- Labour-intensive sectors with limited regulatory oversight
- Geographic regions with systemic labour rights issues
- Sectors using seasonal or low-skilled labour



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Modern Slavery Assessment & Improvement Practices

Kagome uses the iPRO Modern Slavery Assessment Tool (MSAT) to assess modern slavery risks in our supply chain. During the reporting period, we conducted a bulk assessment of 54 of our suppliers. Participating suppliers completed an online self-assessment questionnaire, from which their responses were analysed to generate two key risk scores:

- Inherent Risk Score – based on the nature of operations, geography, goods, and sectors
- Unmitigated Risk Score – based on existing controls such as policies and procedures

Suppliers were categorised as:

- High-risk (high levels of inherent risk and/or inadequate controls)
- Medium-risk (partial controls)
- Low-risk (adequate controls and/or low inherent risk)

Following the assessment, suppliers received tailored action items aimed at reducing their unmitigated risks. We have commenced a supplier follow-up initiative to engage with them regarding implementation and progress.



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Measuring Effectiveness

We use key performance indicators (KPIs) from the iPRO MSAT to evaluate the effectiveness of our actions, including:

- Aggregated Inherent and Unmitigated Risk Scores
- Supplier participation in the assessment program
- Year-on-year improvement in risk ratings
- Percentage of completed corrective actions

Internally, we track employee training participation and incident reporting. In FY24, over 131 employees received modern slavery training, and no incidents of concern were reported.

Policies Supporting Human Rights

Our ethical framework includes:

- Code of Conduct
- Anti-Discrimination and Harassment Policy
- Recruitment and Selection Policy
- Whistle-blower Policy
- Workplace Health & Safety Policy
- Employee Assistance Program
- Human Rights Policy aligned with the UN Global Compact



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Future Commitments

We are committed to continuous improvement and have identified the following key focus areas for the next financial year:

Extend supplier assessments and enhance follow-up on risk mitigation

- Introduce modern slavery clauses in standard procurement contracts
- Continue to review supplier contracts for ethical trading provisions
- Implement mandatory Modern Slavery assessment for all new suppliers of ingredients, packaging and labour.

Consultation

We recognise the importance of collaboration with our stakeholders, including customers, employees, and suppliers, in our efforts to combat modern slavery. We are committed to engaging with them to enhance our understanding of modern slavery risks, and to develop effective strategies to eliminate them.

This statement has been prepared in consultation with relevant subject-matter experts within Kagome Australia and has been reviewed and approved for publishing by Kagome Australia's board of directors.

Bradley Free

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Kagome Australia

Yoshikazu Watanabe

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