



Monde Nissin Australia

MODERN SLAVERY STATEMENT 2024



Statement for the reporting entity, Monde Nissin Australia (ABN: 25 169 518 325), an Australian private company. The company is registered at Level 3 / 6 Nexus Crt, Mulgrave VIC, Australia. This Statement has been published in accordance with the Modern Slavery Act 2018 (Cth) (MSA or Act). It identifies the steps Monde Nissin Australia undertook during year ending 30 December 2024.

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CEO MESSAGE

FY2024 continued to be a challenging business environment both globally and in Australia. Rising costs of living for consumers and increasing supply chain expenses impacted our business significantly. In this environment, maintaining strong, transparent partnerships with our suppliers and embedding clear expectations through efficient, integrated internal processes has remained critical. These efforts help ensure we continue to proactively address the risks of modern slavery across our operations and supply chain.

At Monde Nissin Australia, we believe that respect for human rights and ethical business practices is not only a responsibility but a reflection of who we are. Our purpose — Simply Good for People and Planet — continues to be deeply ingrained in our culture, guiding the way we operate and make decisions. Our sustainability strategy is built on three pillars: Good for People, Good for Planet, and Good for Partnerships. Our 'Fair' Human Rights and Modern Slavery program is a key part of our 'Good for People' pillar, reinforcing our commitment to fair labour practices and the protection of human rights.

We remain firmly committed to upholding the principles of the Modern Slavery Act 2018 (Cth) and to fulfilling its mandatory reporting obligations. This is our fourth Modern Slavery Statement, and it reflects the work we've done to better identify, address, and reduce the risks of modern slavery. While progress has been made, we know that this is an ongoing journey—one that requires collaboration, vigilance, and continued engagement with our suppliers, industry partners, and the communities in which we operate.

I am proud of the work our team has undertaken so far, and I remain fully committed to maintaining the highest ethical standards across every part of our value chain.

This statement and the FY2024 Modern Slavery Report have been reviewed and approved by the Monde Nissin Australia Board of Directors and Executive Leadership Team, and I sign this statement on their behalf.



Hadrianus Setiawan
Chief Executive Officer
Monde Nissin Australia

COMPANY INTRODUCTION

Monde Nissin Australia (MNA) sources, manufactures, stores and distributes some of Australia's most loved brands, including Nudie, Black Swan, Wattle Valley, Peckish and Quorn. We understand the importance of corporate social responsibility and human rights and work together to ensure our vision of:

'Simply Good for People and Planet'

Is reflected in activities we undertake as well as across our operations and supply chain.

Our company values reflect our belief in the rights of all individuals to have fair and just working conditions:

Care; Teamwork; Excellence; Fun



Care

We are passionate about the work we do, and act with integrity and honesty. We value and support each other with empathy and genuine respect, creating a workplace that is mentally and physically safe.



Teamwork

We respect and acknowledge all team members ideas and always have each others backs. We communicate openly, aligned to achieve our common goals, celebrating wins along the way.



Excellence

We plan for success through considered and balanced decision making. We operate with discipline, attention to detail and agility and have the courage to speak up to understand the WHY.



Fun

We recognise each others wins, big or small and celebrate with our colleagues. We have a laugh and don't take ourselves too seriously or worry about things we can't control.

MONDE NISSIN STRUCTURE

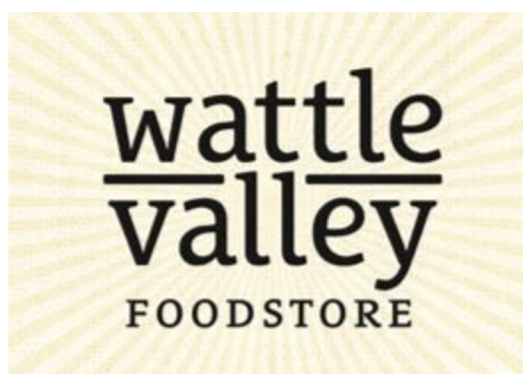
Monde Nissin Australia Pty Ltd (ABN 25 169 518 325) is an Australian Private Company that has been operating since 2014 following the purchase and amalgamation of three individual business; Black Swan, Nudie Foods and Menora. Our workforce has remained steady in the last reporting period and we currently employ 349 individuals across VIC, NSW, WA & QLD, with the majority of employees in VIC and NSW.

The following business units make up Monde Nissin Australia:

- Black Swan
- Nudie Foods
- Menora
- Supply Chain and Logistics

These business units are supported by a shared service departments that includes the functions of finance, information technology, procurement, people & culture and business excellence (safety, quality and sustainability).

Our consumer brands are:

The logo for Nudie, featuring the word "nudie" in a lowercase, rounded, purple font with a registered trademark symbol (®) to the upper right.The logo for Peckish, featuring the word "Peckish" in a brown, serif font with a blue dot above the 'i'. Above the word is a brown swoosh that starts under the 'P' and ends under the 'h'. Below the word is the tagline "—AIR BAKED LAYERS—" in a smaller, brown, sans-serif font.The logo for Quorn, featuring the word "Quorn" in a white, sans-serif font with a trademark symbol (™) to the upper right. The text is set against an orange, rounded rectangular background with a slight gradient.The logo for Black Swan, featuring the words "BLACK SWAN" in a bold, white, sans-serif font with a trademark symbol (™) to the upper right. Above the text is the tagline "ESTD SOUTH MELBOURNE - 1985 -" in a smaller, white, sans-serif font. A white silhouette of a swan is positioned between the words "BLACK" and "SWAN". The entire logo is set against a black rectangular background.The logo for Wattle Valley Foodstore, featuring the words "wattle valley" in a black, serif font with horizontal lines through the middle of the letters. Below this, the word "FOODSTORE" is written in a smaller, black, sans-serif font. The entire logo is set against a light yellow background with a subtle sunburst pattern.

OPERATIONS & SUPPLY CHAIN

OPERATIONS

Monde Nissin Australia core operations consist of procurement of both raw materials and retail food products, food processing and production, food storage and distribution. Currently our retail products are distributed domestically and into 15 international markets. Other core operations include the employment of 349 employees across the business.

Monde Nissin Australia	Production Sites	Warehousing and Distribution Sites
Head Office: <ul style="list-style-type: none">Mulgrave Victoria	<ul style="list-style-type: none">Clayton South, Victoria – Black SwanEastgardens, New South Wales – Nudie	<ul style="list-style-type: none">Noble Park, VictoriaSmithfield, New South WalesPerth Airport, Western Australia

SUPPLY CHAIN

The Monde Nissin Supply Chain includes the procurement of raw materials, finished products and services. We source a wide range of raw materials, the majority of which are procured from domestic suppliers. These include:

- Fruit Juices
- Fruit, nuts, vegetables and spices
- Dairy product, including Australian Cream Cheese and Milk Powders
- Primary and Secondary packaging materials

We also procure finished retail product from both domestic and international (East and South East Asia; UK and European Union) suppliers, including:

- Rice Crackers
- Meat Replacement Products
- Dairy products, including butter, cheese and dairy based deserts
- Condiments, including tea, mustards, sauces and jams

The services we procure are mainly domestic and include for example:

- Domestic and International logistics and transport services
- Laboratory testing services
- Cleaning services
- Professional service consultants, such as legal services and marketing specialists
- Trades, engineering and maintenance services

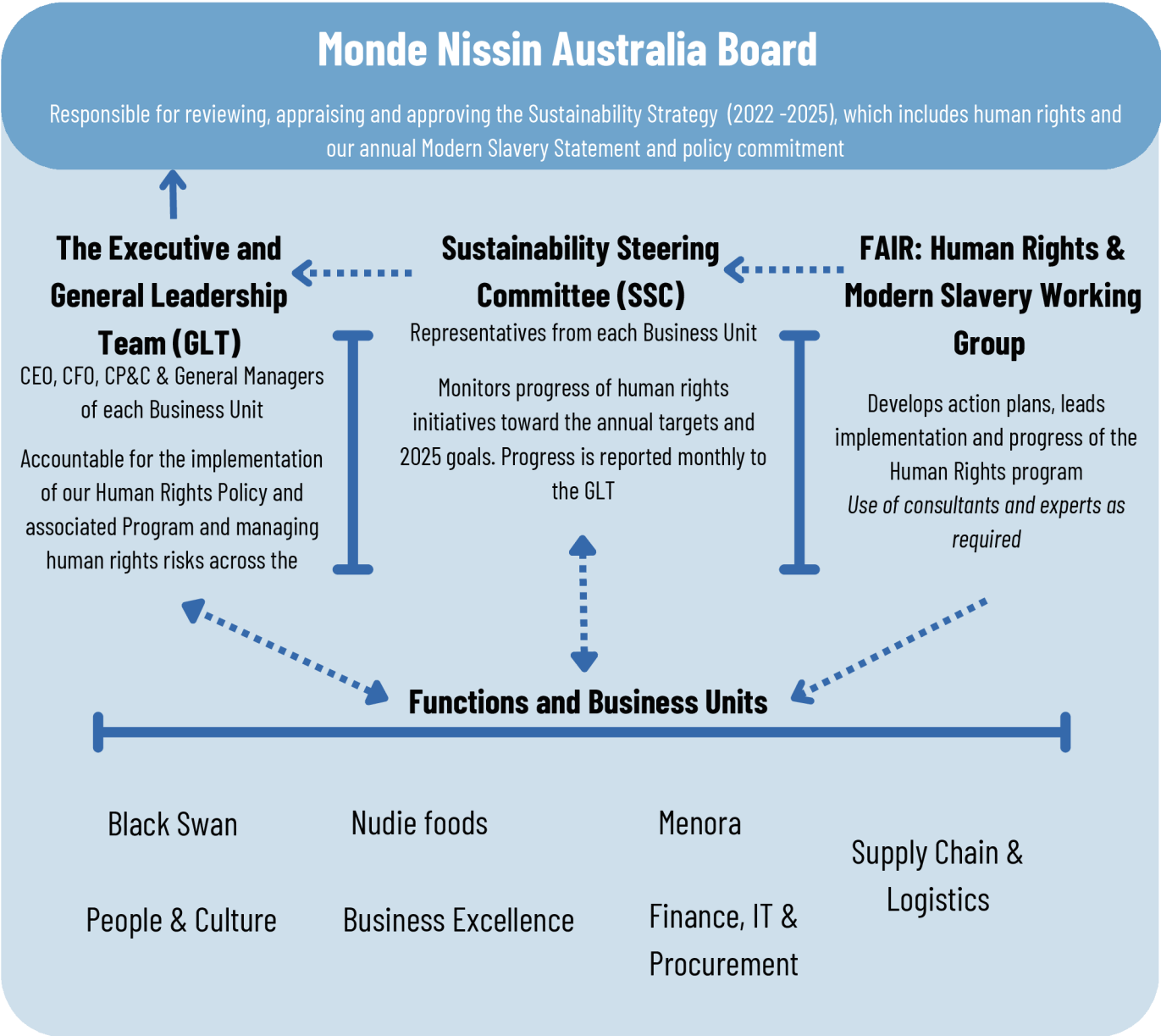
For all materials and services sourced, our procurement team, in consultation with subject matter experts within the business, ensure safe, quality and continuous supply from reputable companies.

GOVERNANCE

FAIR: Human Rights and Modern Slavery working group

The FAIR: Modern Slavery Working Group meets quarterly to establish annual priorities and targets, monitor progress and the implementation of the modern slavery annual action plan. The group is cross functional and made up of Chief People & Culture Office, Head of Procurement, Head of Safety and Sustainability and Head of Quality Assurance. The group provide updates on annual plan progress to the Sustainability Steering Committee.

The broader sustainability strategy, where the FAIR: Human Rights and modern slavery program sits, is managed under the following reporting framework.



MODERN SLAVERY RISK ASSESSMENT

While modern slavery risks are dynamic and also influenced by macroeconomic conditions and conflicts, the FAIR working group focused on existing identified risk priority areas without material change in the identified risks. We acknowledge that the risks of modern slavery may be heightened in Tier 2 suppliers that provide raw materials to some of our procurement categories and supply chain operations. Labour conditions was a key supply chain risk identified across many of the procurement categories as we have low visibility of local and overseas contracted and subcontracted labour services, agricultural supply chains and packaging. We did adjust this risk to clearly call out labour hire risk that exist with our direct suppliers.

We deemed modern slavery risks as low for our direct employees which was supported by our SMETA 4 pillar audit in late 2023. We have direct visibility of employment terms and conditions, which are set out in either contracts of employment that are regulated by Australian employment laws and relevant industrial instruments. We did gain greater understanding of our labour hire providers through the SMETA audit and note that while the risk is higher than MNA direct employees it is still minimal.

KEY SUPPLY CHAIN RISKS



Labour rights and low visibility in local and overseas contracted and subcontracted business-related services and professional services, such as labour hire, transport and logistics, packaging and advertising and marketing.



Labour conditions, in the cultivation, harvesting and processing of food products



Labour conditions and child labour in the overseas supply chain of materials such as paper and plastic.

ACTIONS TAKEN TO CONTROL IDENTIFIED RISKS

SUMMARY

The working group set the annual action plan and tracked progress against our goals which was a continuation of our progress from FY2023, and through the cross functional nature of the committee members, projects across the business that had impact on modern slavery risk mitigation were communicated.

Better utilisation of our SEDEX membership and the learnings from our 2023 SMETA audit informed our 2024 actions however as the SEDEX platform continues to evolve in 2024 and 2025, due to upgrades from the SEDEX provider, we will need to revisit the insights that the platform can provide us into our supplier network and modern risk profile.

The actions across the business during this FY2024 reporting period were:

- worked with a key overseas supplier to address recruitment fee payments by their migrant labour hire agency, and implement an 'employer pays' policy, and address working days violations against the ETI code, verified by SMETA audit
- a comprehensive review of all our people related policies, ensuring they remain current, practical, and aligned with our values.
 - Anti bribery and Corruption Policy and register launched
 - Diversity, Equality & Inclusion Policy launched with core inclusion training to support the launch
- Relunched policies in Q4 supported by senior management education and business wide interactive education
- Initiated an extensive tender process to source a new payroll system designed to meet our complex operational needs while delivering a user-friendly experience and minimising pay errors for 2025 implementation
- Completed a consolidation of labour hire suppliers and conducted labour hire supplier reviews incorporating right to work checks, and transparency on pay rates

ACTIONS TAKEN TO CONTROL IDENTIFIED RISKS

GOVERNANCE SYSTEMS

Our governance framework establishes clear expectations for all employees and provides structured pathways to raise and address issues. In FY24, we conducted a comprehensive review of all policies within this framework, ensuring they remain current, practical, and aligned with our values. Following this review, all updated policies were relaunched in Q4 to reinforce awareness and compliance across the business. In addition, we initiated an extensive tender process to source a new payroll system designed to meet our complex operational needs while delivering a user-friendly experience. This initiative aims to enhance transparency and give our people greater visibility and confidence in how they are paid and supported.

Policy / Resource	Purpose
Human Rights Policy	Communicates our commitment to the fundamental human rights of people within our operations and supply chain. Aligns to the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
Work Health Safety Policy	Outlines our commitment to the physical, psychological safety and health of our team members, contractors, visitors and other that may be impacted by our business operations
Anti Discrimination, Harassment & Bullying Policy	Outlines our commitment to value and respect the unique contributions of people with diverse backgrounds, and a zero tolerance of bullying and harassment behaviours.
Code of Conduct	Communicates how we expect team members to behave towards each other, in business dealings and the broader community. References details of our Integrity Hotline Policy.
Diversity, Equality & Inclusion Policy	Outlines our commitment to creating a workplace culture that systematically supports diversity, equality and inclusive practices throughout an employee lifecycle and at all levels of the business. Provides greater detail and clarity on the requirements in the Code of Conduct and supports our Values
Anti-bribery and Corruption Policy	Communicates our expectations and operational processes to ensure that our business practices, decisions and relationships are free from bribery and corruption. Provides greater detail and clarity on the requirements in the Code of Conduct
Supplier Code of Conduct	Articulates the expectations for our suppliers in relation to human rights, child labour and modern slavery, anti-bribery and corruption
Integrity Hotline Policy	Details the grievance mechanisms available to workers including an independent and anonymous reporting channel for team members (including contractors) to raise serious matters they don't feel comfortable raising through other channels, including breaches of the law and/or conduct that breaches our Code of Conduct, Policies or other forms of unacceptable behaviours

DIRECT

Communicating our human rights expectations

Our Human Rights Policy is shared with everyone who enters our sites — including direct employees, labour hire workers, and contractors — as part of our commitment to transparency and accountability. To ensure broad understanding, we've embedded the policy and the ETI Base Code poster into our general induction program. The poster serves as a clear and accessible communication tool, helping to overcome potential literacy or language barriers, and ensuring our expectations are understood by all — particularly labour hire workers, who our risk assessment has identified as more vulnerable to modern slavery. This communication is further reinforced by information on our Integrity Hotline, which provides a confidential avenue for raising concerns or grievances.

Our policies are available to our people through a variety of ways:

- People & Culture intranet policy page for employees
- noticeboards to communicate our independent grievance hotline.
- A Human Rights and Modern Slavery intranet page to provide further education on modern slavery

Our policy commitments are supported by our People & Culture team and Business Excellence team, that provide specialised advice to team members on human resources, and sustainability and safety matters, respectively.

Our procurement and quality assurance team completed a SEDEX familiarisation briefing to ensure they could access and use the insights from the platform.

SUPPLY NETWORK & CHAIN

In the 2023 reporting period, we built on the foundations laid through our pilot program from 2022 and as found we decided to focus on utilising the expertise that the SEDEX platform can provide us and it conveys consistent human rights governance expectations to suppliers .

We expanded our use of the SEDEX platform, onboarding an additional 11 finished goods suppliers based on updated spend and risk data, and strengthened our engagement with existing SEDEX members by reviewing supplier self-assessment questionnaires (SAQs) and monitoring corrective action plans where non-conformances were identified.

To support these activities, we provided targeted training to our procurement and quality teams to improve internal capability in using the features of the platform for supply chain risk transparency.

For our domestic service providers, we continued to use our contractor management platform as a key communication channel, reinforcing expectations through updated prequalification questions. We also refreshed our contractor induction content to improve accessibility and ensure alignment with our broader Human Rights and Modern Slavery program. Through these activities, we are strengthening our ability to proactively identify and manage modern slavery risks while continuing to promote ethical and transparent partnerships throughout our supply chain and to the direct workers coming to our sites.

ASSESSMENT OF EFFECTIVENESS OF CONTROL MEASURES

As we prioritise building our internal governance and awareness in 2023, we modified our annual measures of effectiveness accordingly.

AREA OF ACTION	MEASURES OF EFFECTIVENESS FY 24
POLICY AND GOVERNANCE	<ul style="list-style-type: none">• Antibribery & Corruption Policy and register launched• Diversity, Equality & Inclusion policy launched and training – 44% completed
MITIGATION OF MODERN SLAVERY RISK	<ul style="list-style-type: none">• 27 suppliers connected via SEDEX (increased from 18) for transparency on supply chain risk• 78% (142) of onsite contractor companies have completed the Human Rights Policy and Supplier Code of Conduct (increase from 65% (97) in FY23)• Updated Clayton EBA ratified• Updated Noble Park EBA ratified• Labour Hire agreements reviewed and updated to reflect current MNA policies and EBA arrangements
REMEDIATE	<p>3 out of 5 major SMETA audit findings closed out with key supplier including “employer pays” policy implemented to ensure migrant workers are not paying for visa, uniform or medical assessments to gain employment.</p>

CONSULTATION

Monde Nissin Australia operates as a single corporate entity comprised of various internal business units, overseen by a group leadership team. In preparing this Statement, a Modern Slavery working group, consisting of cross-functional roles from the People & Culture, Procurement, and Business Excellence departments, was consulted to inform and contribute to its content. This working group meets quarterly to monitor the progress of our FAIR: Human Rights and Modern Slavery program, identify additional opportunities, and review our progress against the risk control plans that underpin this Statement.

The General Leadership Team, which heads group-wide functions, conducted a wider consultation for the final review before obtaining approval from the CEO and the Board.

FUTURE PLANNING

Our FAIR working group will continue to build on the modern slavery risk mitigation and monitor activities occurring across the business:

- implementation of a new payroll system by finance team
- third-party SMETA audit at one of our sites
- continue to build on SEDEX platform utilisation and training
- training refresh of leadership teams

APPENDIX

COMPLIANCE ELEMENTS FOR THE STATEMENT

This Modern Slavery Statement was prepared in accordance with the criteria set out in the Modern Slavery Act 2018 (Cth) (Australia). The table below outlines where information related to each mandatory reporting criteria can be located within the report.

MANDATORY REPORTING CRITERIA	LOCATION IN DOCUMENT
Criteria 1. Identify the reporting entity	Section 1: CEO message
Criteria 2. Describe the structure, operations and supply chains of the reporting entity	Section 2
Criteria 3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Section 4
Criteria 4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Section 3, 5
Criteria 5. Describe how the reporting entity assess the effectiveness of such actions	Section 6
Criteria 6. Describe the process of consultation with any entities that the reporting entity owns or controls	Section 7
Criteria 7. Additional information	Section 8