



ALLIED PINNACLE

Allied Pinnacle's 2024-2025 Modern Slavery Statement

1st September 2025

Reporting requirements of the Modern Slavery Act 2018 (Cth)

Mandatory Reporting Criteria	Section
Reporting entity covered by this statement	About Allied Pinnacle
Description of our structure, group operations and supply chain	1
Description of the risks of modern slavery practices in our operations and supply chains	2
Actions taken to assess and address those risks	3
Assessing the effectiveness of those actions	4
Description of the consultation process with owned and controlled entities	5
Other relevant information	6

About Allied Pinnacle

At Allied Pinnacle Pty Limited (ABN 85 161 203 005) we bake the future from flour every day and have been doing so for over 100 years.

We partner with farmers and growers across the country and are a leading manufacturer and supplier of Flour, Bakery Ingredients, and Frozen Baked Goods to customers ranging from the smallest of bakeries through to some of Australia's largest retailers and brands.

Allied Pinnacle is headquartered in Sydney, and has offices, manufacturing facilities and logistics centres across Australia. Allied Pinnacle is wholly owned by Japan's Nisshin Seifun Group.

This Modern Slavery Statement, issued under the *Modern Slavery Act 2018 (Cth)*, outlines the steps Allied Pinnacle has taken to assess modern slavery risks in its business and supply chains.

While Allied Pinnacle's commitment to addressing modern slavery is monitored by its Board this Modern Slavery Statement has been prepared in consultation with all areas of the Allied Pinnacle business.

This Modern Slavery Statement covers activities from 1 April 2024 to 31 March 2025

APPROVAL

This Modern Slavery Statement was approved by the Board of PFG Topco1 Pty Limited (ABN 35 604 317 875) at its meeting of 1st September 2025, as the principal governing body of Allied Pinnacle Pty Limited.



David Pitt
Chief Executive Officer

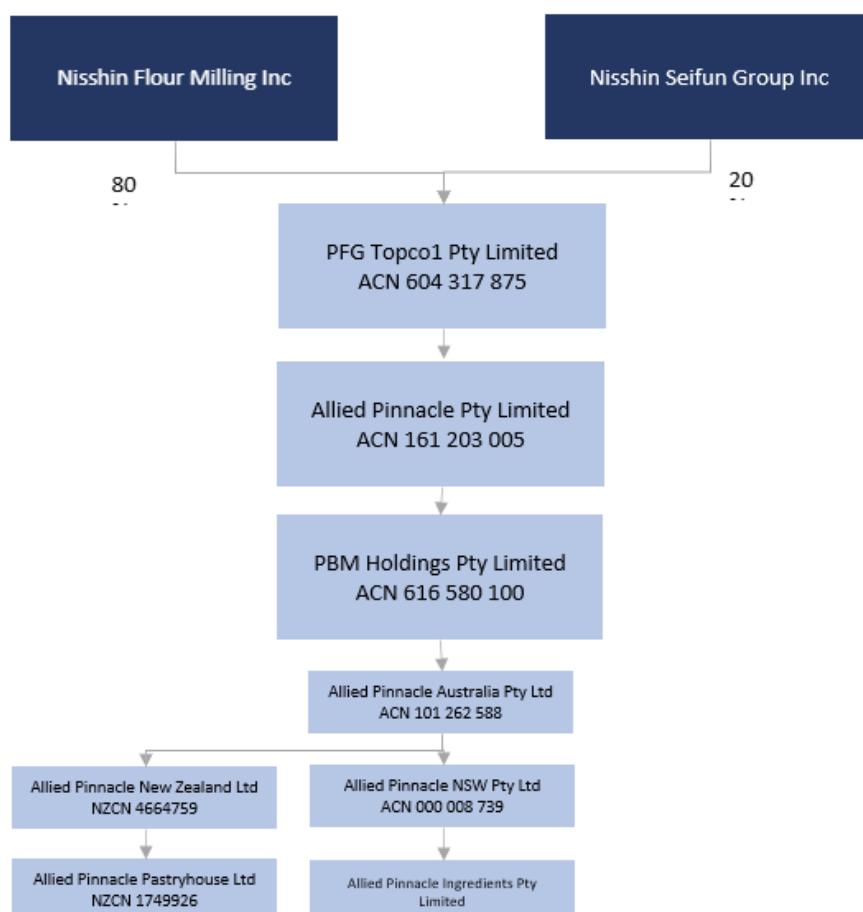
Table of contents

Table of Contents

1	Our Structure, Operations and Supply Chain	4
1.1	Our Governance.....	4
1.2	Our Operations	5
1.3	Our People	5
1.4	Our Supply Chain.....	6
2	Modern Slavery risks in operations and supply chain.....	6
2.1	Operational risks	6
2.2	Supply Chain Risk.....	6
3	Actions taken to assess and address risk	7
3.1	New appointment	7
4	Effectiveness assessment	7
5	Process of consultation with entities owned or controlled	7
6	Other information	7

1 Our Structure, Operations and Supply Chain

Allied Pinnacle Pty Limited (ABN 85 161 203 005) is the holding company which oversees the Allied Pinnacle group's operations as listed below.



1.1 Our Governance

The board for PFG Topco1 Pty Limited is committed to achieving and maintaining the highest standards of corporate governance. This is considered essential for the long-term performance and sustainability of the Allied Pinnacle business and to protect and enhance the interests of key stakeholders.

The Board regularly reviews Allied Pinnacle's corporate governance policies and practices, in addition to developments in market practice, stakeholder expectations and regulations relevant to our sector and geographic operations.

These reviews aim to incorporate changes to Allied Pinnacle's business activities, regulatory requirements and market expectations are reflected in our corporate governance and operational models.

During the financial year ended 31st March 2025, relevant company policies were reviewed, and updates were undertaken where required.

The Board takes its governance role seriously and is committed to continuous improvement in these practices.

1.2 Our Operations

Allied Pinnacle operates across three main product categories: Flour, Bakery Ingredients (Pre-mixes, Wet and Traded ingredients) and Prepared Bakery (including breads, cakes, cookies, pastries, muffins, donuts, bagels); with a customer base that includes industrial manufacturers, independent bakeries, food service, retail and export.

Allied Pinnacle manufactures and distributes its products from mills, bakeries and distribution centres located in Australia, utilising wheat from our key growing regions and other raw materials sourced from both national and overseas suppliers.

1.3 Our People

As of 31st March 2025, Allied Pinnacle directly employed 936 permanent staff across operations in Australia. Our permanent workforce consists of 891 full time and 45 part time staff. Our permanent workforce has a gender split of 34% female and 66% male. Just over an additional 2% of our workforce are contract workers employed on a fixed term basis.

In addition to its directly employed workforce, Allied Pinnacle's operations are supported by labour hire and short-term contractors. These consist of approximately an additional 30% of our workforce on any given day.



1.4 Our Supply Chain

The main categories of goods and services procured from our Tier 1 (Direct) suppliers are outlined in Table 1.

Most of our goods are procured from an Australian based organisation (or the subsidiaries of global entities)

Table 1 - Main Categories of Goods and Services

Goods	Services
Grain crops - including, but not limited to, Wheat, Oats and Maize	Logistics, warehouse and transport services
Wet and Dry ingredients - including, but not limited to, egg and dairy products, flavourings, sugar, chocolate and vegetable oils	ICT software, networking and support services
Office and building supplies	Utilities
Packaging Materials, containers and storage	Fleet vehicle services including forklifts
	Travel, parking and accommodation
	Professional services including but not limited to, pest control, cleaning, waste management and accounting
	Advertising, marketing and promotions
	Property and facility management services
	Labour hire

2 Modern Slavery risks in operations and supply chain

2.1 Operational risks

Allied Pinnacle considers the risk of modern slavery within its direct business operations to be relatively low. This is based on our review of three risk indices (Industry, commodity / product, geography) and our existing controls.

We recognise the importance of raising awareness of modern slavery amongst our staff and developing their capabilities: particularly those managing potentially high-risk areas of our business, such as procurement.

Progress on improving the maturity of our management systems is captured in section 3 of this statement

2.2 Supply Chain Risk

Allied Pinnacle has analysed the procurement data for potential modern slavery risk against the following internationally recognised risk indices:

- i. Industry Sector
- ii. Commodity / Product; and
- iii. Geographic location

Table 2 captures the modern slavery prevalence rating i.e. the estimated number of people in modern slavery per 1,000 population, for each of the countries in our supply chain. The prevalence ratings are from the Global Slavery Index 2023. <https://www.walkfree.org/global-slavery-index>

Table 2 - prevalence rating of supplier countries

Country	Rating	Percentage of spend
Australia	1.6	98.5
USA	3.3	1.4
Portugal	3.8	0.1

Based on the geographic location of our Tier 1 suppliers approximately 1.5% of our spend on goods and services has a rating of 3 or more for potential risk of modern slavery practices.

Progress on improving the risk management for Modern Slavery in our supply chain is captured in Section 3 of this statement.

3 Actions taken to assess and address risk

The following actions were completed during the reporting period

3.1 New appointment

The hiring process was commenced for our Head of Sustainability. Whilst it was not completed in this reporting period they are due to commence in May 2025. The scope of the role includes guiding improvements to our approach to Modern Slavery

4 Effectiveness assessment

We manage our modern slavery risks through the annual, mandatory, Board review of our Modern Slavery Statement.

5 Process of consultation with entities owned or controlled

Allied Pinnacle Pty Limited has a controlling interest in all entities included in this report.

Relevant members of the entities were included in the development of our controls and the ongoing review and deployment of those controls.

6 Other information

There is no additional relevant information during this reporting period.