



MODERN SLAVERY STATEMENT

2026



AUSTRALIA
2026

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CEO STATEMENT

Lactalis Australia Pty Ltd, together with its wholly owned subsidiary companies ("**Lactalis Australia**"), and Lemnos Foods Pty Ltd, together with its wholly owned subsidiary companies ("**Lemnos**"), oppose all forms of slavery and human rights abuse. We are committed to operating a growing, responsible and profitable business with a focus on our people, our communities and the broader supply chain in which we operate.

As manufacturers and suppliers of high quality dairy and juice products, we recognise our responsibility to identify, assess and address the risk of modern slavery in our operations and supply chains. We are committed to taking appropriate steps to prevent modern slavery and acknowledge that modern slavery is a complex and systemic global issue requiring ongoing attention, engagement and continuous improvement.

In this statement, modern slavery is used as an umbrella term to capture all forms of exploitative practices including forced labour, human trafficking, slavery, servitude, forced marriage, forced or bonded labour and child labour.

This Statement has been prepared with input from relevant stakeholders across the business. In 2026, Lactalis Australia engaged an independent external advisor to conduct an updated modern slavery risk assessment across our operations and supply chain ("**Risk Assessment**"). The assessment, based on 2025 data, has provided a current and detailed understanding of our modern slavery risk profile and has informed the identification and ongoing management of modern slavery risks across our business.

Our approach is further supported by Lactalis Group policies and governance frameworks, which guide how the management of ethical, social and human rights risks throughout our operations and supply chain.

This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Cth) and has been approved by the CEO of Lactalis Australia and Lemnos as Board delegate on 30 June 2026.

About this statement

REPORTING ENTITIES JOINT STATEMENT

This is a joint Modern Slavery Statement made on behalf of Lactalis Australia Pty Ltd and Lemnos Foods Pty Ltd, together with the subsidiaries covered by this Statement. Unless otherwise stated, references in this Statement to “Lactalis Australia”, “we”, “us” and “our” refer collectively to the reporting entities and the entities covered by this joint Statement.

For clarity, the sale of the Mainland Group to Lactalis Group was finalised on 31 March 2026. The Lactalis Mainland entities are not included in this Statement for the relevant reporting period.

This Statement describes our structure, operations and supply chains, the actions we have taken to assess and address modern slavery risks, how we assess the effectiveness of those actions, and how consultation occurred in preparing this joint statement.

Lactalis Australia Pty Ltd (ABN 56 072 928 879) is a reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth). It is an Australian proprietary company, limited by shares and governed by a board of directors. Its registered office is located at Level 5, 100 Melbourne Street, South Brisbane, QLD 4101.

The following entities are wholly owned subsidiaries of Lactalis:

- Harvey Fresh (1994) Ltd,
- Longwarry Food Park Pty Ltd,
- Lactalis Australia YD Pty Ltd,
- Lactalis Australia Exports Pty Ltd,
- Koyuga Bio Farm Pty Ltd,
- Jalna Dairy Foods Pty Ltd, and
- Jalplas Pty Ltd.

Lemnos Foods Pty Ltd (ABN 52 147 490 480) is also a reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth). It is an Australian proprietary company, limited by shares and governed by a board of directors. Its registered office is located at 10 Bungaleen Court, Dandenong South, VIC 3175. Lactalis Jindi Pty Ltd is a wholly owned subsidiary of Lemnos.





Structure

OUR STRUCTURE

Lactalis Australia is a proudly local dairy producer with a longstanding presence in the Australian market, supported by an established national operating footprint and longstanding relationships with Australian dairy farms. Lactalis Australia is committed to operating responsibly, ethically and in line with Australian legislation, industry standards and Lactalis Group requirements.

We have over 2,100 passionate employees, working closely and constructively with more than 330 Australian dairy farms to produce well recognised and award-winning dairy products.

LOCAL BUSINESS WITH GLOBAL SUPPORT

Lactalis Australia and Lemnos' ultimate parent entity is B.S.A., registered in France and forming part of the Lactalis Group. The Lactalis Group is a third generation French family owned business and the world's largest dairy company, with more than 266 production sites and approximately 85,500 employees across more than 49 countries.

As part of this broader group, the Australian business is able to draw on global and zone level policies and governance frameworks, including those relevant to responsible sourcing, ethical conduct, modern slavery and supplier standards while maintaining its proud local heritage and traditions that began with the original Pauls' milk business in 1933.

ZONE GOVERNANCE AND MANAGEMENT

All entities covered by this Statement are closely aligned in their ways of working and are subject to the same global and zone-level policies, governance frameworks and management approach in relation to modern slavery and broader ethical, social and human rights matters.

Within Australia, Lactalis Australia and Lemnos (excluding Lactalis Australia Exports Pty Ltd), benefit from the same senior management team, namely the Executive Committee. This supports a consistent and coordinated approach to managing modern slavery risks across those entities.

OUR OPERATIONS



WHAT WE DO

Lactalis Australia is committed to supplying delicious and high quality products which exceed customer and consumer expectations. In Australia, we manufacture, market, sell, distribute and import and export dairy products and juice products.

BRANDS AND PRODUCT CATEGORIES

Pauls, Ice Break, Jalna and OAK are some of Lactalis Australia's iconic local brands.

Lactalis Australia's product range spans key categories including cheese, milk, chilled dairy products, flavoured milk, butter and cream.

HOW WE SERVE THE MARKET

We supply products both domestically and internationally and are supported by a range of logistics and transport providers across our distribution network. We supply a broad customer base including major supermarkets, convenience stores, service stations, hospitals, education facilities, and other retail and foodservice customers.

OFFICE AND OPERATIONAL FOOTPRINT

Our Australian head office is in Brisbane, with major offices in Sydney and Melbourne.

We operate processing sites across Australia in Bendigo, Clarence Gardens, Darwin, Thomastown, Rowville, Longwarry, Hanwood, Harvey, Invermay, Jindivick, Dandenong South, Lidcombe, Campbellfield, South Brisbane and Nambour. Together, these operations support the manufacture, distribution and supply of products across our business.

VALUE CHAIN OVERVIEW

Our operations span the sourcing of agricultural and other inputs, product manufacturing and processing, packaging, warehousing and transport, and the supply of finished products to customers across Australia and international markets. This end-to-end operating model means that responsible sourcing and effective oversight of suppliers and service providers are important to the way we manage modern slavery risks across the business.



OUR SUPPLY CHAIN

OUR SUPPLY CHAIN

Supply Chain Overview

Lactalis Australia's supply chain includes both local and international suppliers and supports the sourcing of raw materials, ingredients, packaging, logistics and a wide range of goods and services required for our operations.

Lactalis Australia has nearly 2600 active suppliers (excluding raw milk suppliers). Our suppliers include both local and international providers, including suppliers located in France, New Zealand, United States of America, Singapore, Hong Kong, United Kingdom, Germany, Ireland, Malaysia, China, India, Belgium and Switzerland.

PRIMARY AGRICULTURAL INPUTS

As a key player in the Australian dairy industry, raw milk is our most significant sourced input. In 2025, we sourced more than 883 million litres of raw milk from over 330 Australian dairy farms to manufacture quality dairy products including, milk, cheese and yoghurt.

INGREDIENTS INPUTS

In addition to milk, we source ingredients used in our products, including fruit preparations, sugar, flavours, colours, enzymes, functional starches and stabilisers. These ingredients support a range of dairy and juice product categories across our portfolio.

PACKAGING MATERIALS

We source a range of packaging components, including milk bottles, preformed cups and pouches, liquid paper board and corrugate boxes. Packaging is an important component of our value chain and supports both product integrity and distribution across our manufacturing and customer network.

LOGISTICS AND DISTRIBUTION SERVICES

We procure logistics and supply chain services such as freight forwarding and warehousing, as well as broader transport and distribution support across our network. These services support the movement of raw materials, packaging and finished products across our operations and to customers.

INDIRECT GOODS AND SERVICES

We also procure a broad range of goods and services to support our business, including food manufacturing equipment, marketing and advertising services, chemicals and laboratory inputs, labour and professional services, facilities management services, and IT and telecommunications

VALUE CHAIN

Taken together, our supply chain spans agricultural sourcing, ingredient sourcing, packaging supply, indirect goods and services, and logistics and warehousing support. This reflects the flow of materials and services required to source inputs, manufacture products, package finished goods and supply customers across Australia and international markets.

RISK



IDENTIFYING MODERN SLAVERY RISKS

Lactalis Australia completed an updated modern slavery Risk Assessment in 2026, based on its FY2025 tier-one supplier base, to strengthen its understanding of human rights risks. This assessment has been supplemented by ongoing reviews, supplier engagement and internal risk discussions.

The assessment covered approximately 3,000 suppliers and was designed to align with international standards, including the UN Guiding Principles on Business and Human Rights.

The Risk Assessment considered both geographic location and industry risk, mapped against the five most relevant human rights indicators (Child Labour, Forced Labour, Migrant Workers, Occupational Safety and Health, and Decent Wages). These were then reviewed and adjusted for additional relevant contextual factors, such as degree of contractual controls for modern slavery risk or audit frequency.

The Risk Assessment identified that 80% of Lactalis Australia's suppliers fall within a medium risk profile, reflecting moderate exposure across the supply chain. Less than 1% of suppliers were identified as high risk, primarily where elevated geographic risk overlaps with labour-intensive sectors.

A photograph of an industrial facility, likely a dairy processing plant, featuring several large, cylindrical stainless steel storage tanks. The tanks are equipped with ladders and safety railings. In the background, there are more industrial structures and a clear sky. A large, dark blue curved graphic element is overlaid on the left side of the image, framing the text box.

Overall, modern slavery risk for Lactalis Australia is primarily concentrated in its supply chain, rather than in direct operations. The potential modern slavery risks identified in Lactalis Australia's supply chain and operations are set out below. We regularly review and assess those risks, and our current assessment is outlined in the following section.

OUR OPERATIONS

All Lactalis Australia's offices and manufacturing sites are in Australia. Lactalis Australia also owns and leases fruit orchards and owns a dairy farm and leases additional farmland next door to our dairy farm in Victoria.

As Australia has strong labour laws, regulatory oversight, and enforcement mechanisms, our operational risk is relatively low.

However, modern slavery risks may still arise in parts of our operations where work is labour-intensive or delivered through third-party service providers, particularly where subcontracting or labour hire arrangements limit visibility over worker conditions.

Lactalis Australia supports its approach to managing these risks through participation in SEDEX (Supplier Ethical Data Exchange), which enables suppliers to share information on labour and ethical practices.



PROCESSING MANUFACTURING AND PACKAGING

Processing, manufacturing and packaging operations are labour-intensive and rely on large workforces, including seasonal and lower-skilled labour to meet demand.

These conditions can increase exposure to risks such as underpayment, unsafe working conditions and excessive working hours, particularly where cost pressures influence labour practices.

Lactalis Australia mitigates these risks by complying with applicable and robust employment and workplace laws, including requirements relating to wages and conditions. Employees are free to join unions, and employment terms are established through enterprise bargaining agreements negotiated with employees and unions.

USE OF CONTRACTORS AND SERVICE

The use of contractors and service providers can involve risks, particularly where services rely on low-skilled, migrant or subcontracted labour. These arrangements can reduce visibility over working conditions and labour practices, especially in layered subcontracting or labour hire models. This may increase exposure to underpayment, excessive working hours and inadequate worker protections, and can heighten the vulnerability of migrant and temporary workers, including limiting access to grievance mechanisms.

Lactalis Australia engages third-party providers for a variety of services such as marketing and advertising services, chemicals and laboratory inputs, labour and professional services, facilities management services, and IT and telecommunications services. Workers at Lactalis' owned fruit orchards and dairy farm are primarily directly employed or engaged through labour hire agencies.

These risks are mitigated by engaging suppliers under written agreements that include modern slavery obligations. These obligations require compliance with applicable laws (including labour hire licensing), notification of breaches, cooperation in investigations, and audit rights.



OUR SUPPLY CHAIN

The Risk Assessment identifies that the majority of modern slavery risk exposure sits within Lactalis Australia's supply chains.

Approximately 97% of suppliers are based in Australia and New Zealand, which accounts for approximately 98% of Lactalis Australia's procurement spend in the FY2025.

Notwithstanding this, Lactalis Australia's risk exposure is primarily driven by the type of goods and services supplied, and in some cases by higher-risk geographic locations.

AGRICULTURE

Agricultural supply chains represent a key component of Lactalis Australia's operations and broader value chain. The Risk Assessment identified agriculture as an area of elevated modern slavery risk, with the largest share of high-risk suppliers being involved in the provision of raw fruit.

This risk exposure is largely driven by the inherent characteristics of agricultural production and labour models.

Modern slavery risks arise within these environments due to several structural factors:

1. Workforces often include migrant and temporary workers, who may be more vulnerable due to visa dependency, limited awareness of workplace rights, or financial and social reliance on employers
2. Operations are frequently located in regional or remote areas, where workers may reside on-site and rely on employers for accommodation and transport
3. Labour-intensive environments may require irregular working hours and sustained physical labour
4. Labour may be sourced through third-party providers, reducing visibility over recruitment practices, employment terms and worker conditions

RAW FRUIT (Fruit preparation and supply)

Lactalis Australia sources fruit for use in its juice products. The Risk Assessment identified raw fruit supply chains as having the highest concentration of elevated-risk suppliers within the agricultural sector in Lactalis Australia's supply chain

These supply chains rely on seasonal and transient labour, often engaged through labour hire providers or intermediaries. This can reduce visibility over recruitment and employment practices, increasing exposure to underpayment, excessive working hours, unsafe working conditions and inadequate accommodation, particularly for migrant workers.

Strengthening our due diligence in raw fruit supply chains is a key priority for Lactalis Australia (see more in Future Actions).



Our Supply Chain

RAW MILK SUPPLY

The sourcing of raw milk from dairy farms is central to Lactalis Australia's operations. The dairy sector generally involves elevated inherent risks due to manual and labour-intensive activities, which may rely on migrant or temporary workers. Risks can arise from geographic isolation, on-site working arrangements, and the use of labour hire or informal recruitment channels. These factors may increase exposure to underpayment, excessive working hours and inadequate working conditions.

Lactalis Australia sources raw milk from Australian farms or entities that purchase milk from Australian farms. These suppliers operate within a strong regulatory framework, which reduces overall risk exposure. All raw milk suppliers were assessed as low or medium risk in the Risk Assessment.

Most suppliers are small dairy operations with a limited number of employees. While the assessed risk is low to medium, Lactalis Supplier Relationship Managers regularly visit farms, provide feedback and escalate concerns internally where required. Suppliers are required to comply with Lactalis Australia's policies, and milk supply agreements include modern slavery obligations.

PROCESSING, MANUFACTURING AND PACKAGING

Lactalis Australia procures a range of goods and services globally, including from countries identified as higher risk, particularly in parts of Asia.

Certain sub-industries, such as paper and plastic packaging and industrial machinery and equipment, present elevated risks due to complex, global production processes. These industries often involve large volumes procured through intermediaries, which can reduce supply chain visibility and traceability. Supply chains may extend into higher-risk geographies, increasing exposure to risks such as forced labour, child labour and poor working conditions in upstream tiers.

As part of the global Lactalis Group, we also share knowledge and insights on supplier risk across jurisdictions.

To support our approach to managing modern slavery risks, Lactalis Australia is a member of SEDEX (Supplier Ethical Data Platform), an online platform that enables suppliers to share information about their labour and ethical practices.



LOGISTICS AND TRANSPORT

To support the delivery of its products, Lactalis Australia engages a range of suppliers and contractors across its transport and warehousing activities. This includes providers of transport services and equipment such as heavy vehicles, rail and shipping services, as well as materials handling, IT equipment and protective clothing. The supply chain may also involve subcontractors for the transportation of milk, ingredients, packaging and finished products.

Logistics and transport activities often involve large and fragmented supply chains, with reliance on subcontracted labour. This can reduce visibility over labour practices and increase exposure to risks such as excessive working hours, underpayment and non-compliant employment practices, particularly where providers operate across multiple tiers or jurisdictions. Similar risks may arise in transport activities involving subcontracted drivers and third-party logistics providers, where oversight of working conditions may be limited.

While Lactalis Australia imports goods and exports finished products, most logistics activities are based in Australia, which reduces geographic risk. Lactalis Australia generally engages established transport operators for domestic and export activities.



GOVERNANCE, POLICIES AND CONTROLS

«« CIP 7-1 RETURN

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

We have continued to develop and implement measures to assess and address modern slavery risks across our operations and supply chains.

These measures include reviewing internal responsibilities, reviewing and updating relevant policies and procedures, strengthening contractual protections, supporting supplier onboarding requirements, participating in Group-led audit activity where relevant, and continuing supply chain mapping and supplier engagement initiatives.

We have also continued to embed contractual protections in supplier arrangements and to strengthen internal processes used to manage supplier onboarding, supplier exceptions and procurement oversight. In addition, internal engagement and training activities relevant to modern slavery compliance and supplier due diligence have continued across relevant functions.

Our actions are intended to support an ongoing and practical approach to modern slavery risk management, with a focus on governance, supplier standards, contractual controls, escalation pathways and continuous improvement.

GOVERNANCE

Modern slavery risk management is supported by cross-functional input from relevant business functions, including legal, procurement and other operational stakeholders.

The Executive Committee are responsible for the oversight and implementation of policy and procedure that supports corporate social responsibility and ethics.

Our approach to modern slavery is underpinned by a framework of policies, procedures and controls that support responsible business practices and compliance with applicable laws.

POLICY FRAMEWORK

Lactalis Australia maintains a suite of policies that support responsible business practices and assist in the identification, prevention and management of modern slavery risks. These include a **Modern Slavery Policy**, a **Whistleblower Policy**, a **Social and Ethical Policy**, relevant Lactalis Group sourcing policies, and the **Lactalis Group Supplier Code of Conduct**.

MODERN SLAVERY POLICY

Lactalis Australia has developed a separate Modern Slavery Policy addressing its commitment to minimising modern slavery risks in its business and operations and providing information on how to report any potential issues or concerns.

SOCIAL AND ETHICAL POLICY

Our Social and Ethical Policy sets out our commitment to upholding human rights, fair working conditions and working with customers, suppliers and stakeholders in accordance with the International Labour Organisation Conventions.

The policy includes Lactalis' commitments to:

- prohibition of forced bonded or involuntary labour;
- anti-bribery and corruption measures;
- prohibition of discrimination, harsh or inhumane treatment;
- protection of freedom of association and collective bargaining;
- provision of safe and fair working conditions;

WHISTLEBLOWER POLICY AND REPORTING CHANNELS

Our Whistleblower Policy provides a mechanism for people to report conduct by any person employed by, who holds an office in, or is otherwise connected with, Lactalis Australia, which in the view of the whistleblower, acting in good faith, is:

- corrupt or dishonest;
- fraudulent;
- illegal, unlawful or contrary to any state or federal legislation;
- unethical or in breach of Lactalis policies;
- constitutes an abuse of authority;
- serious improper conduct; or
- any other conduct which may cause loss to Lactalis or otherwise may be detrimental to its interests.

Lactalis Australia also provides a whistleblower platform, Lact@Lert, which allows eligible whistleblowers to make disclosures anonymously.

GROUP SOURCING POLICIES

Relevant Lactalis Group sourcing policies, including the Lactalis Group Palm Oil Sourcing Policy, support the management of ethical, social and human rights risks in relevant supply chains.

LACTALIS GROUP SUPPLIER CODE OF CONDUCT

The Lactalis Group Supplier Code of Conduct (the “Code”) sets out minimum standards and expected ways of working for suppliers providing goods or services to the Lactalis Group (excluding raw milk suppliers). The Code governs all employees, agents and subcontractors of a supplier.

The Code has been designed to comply with the following:

- the 10 principles of the United Nations Global Compact;
- the United Nations Universal Declaration of Human Rights;
- the International Labour Organisation conventions; and
- the guiding principles of the OECD applicable to Multinational Enterprises.

The Code addresses matters including:

- human rights;
- child labour;
- forced or compulsory labour;
- freedom of association and collective bargaining;
- working conditions and social dialogue;
- diversity, equity and inclusion; and
- occupational health and safety.

Suppliers are required to acknowledge and sign the Lactalis Group Supplier Code of Conduct as part of Lactalis Australia’s supplier onboarding process. The Code is also referenced in Lactalis Australia’s purchasing terms and conditions and is incorporated into our Master Supply and Services Agreement templates. Suppliers may also be monitored, assessed or audited against the standards set out in the Code where appropriate, and are expected to maintain procedures demonstrating alignment with those standards and to address any identified gaps through effective action plans.

CONTRACTUAL FRAMEWORKS

We primarily engage suppliers under supply agreements of varying durations. Where no formal agreement is in place, purchases may be made on a purchase order basis and governed by Lactalis Australia's General Terms & Conditions of Purchase.

CONTRACTUAL PROTECTION

Lactalis Australia incorporates modern slavery and related compliance obligations into supplier agreements.

These agreements include provisions requiring suppliers to:

- comply with applicable anti-slavery and human rights laws;
- assess and manage modern slavery risks within their own operations and supply chains;
- notify Lactalis Australia of any actual or suspected breaches of anti-slavery laws;
- cooperate with Lactalis Australia in investigating and addressing potential risks; and
- provide information reasonably required to support Lactalis Australia's modern slavery reporting obligations.

While raw milk suppliers are not generally subject to the Code, modern slavery and human rights protections are addressed through contractual commitments in the milk supply agreements. This supports Lactalis Australia's broader approach to embedding modern slavery risk management into its procurement and supplier engagement processes.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

During the reporting period, Lactalis Australia assessed the effectiveness of its actions to address modern slavery risks by reviewing the implementation and operation of key controls across its procurement and governance processes. This included consideration of the following:

Supplier onboarding controls: We continue to require all new suppliers (excluding raw milk suppliers) to sign our Supplier Code of Conduct in the vendor approval process;

Escalation procedures: We implemented a procedure under which any supplier that declines to sign the Code, or requests departures from it, is escalated to the legal team and the Head of Procurement and relevant senior management for review and management;

Training and awareness: We delivered training to the Lactalis Procurement team on modern slavery obligations, access to SMETA audit results access and the requirements of the Code;

Enterprise risk management: We commenced implementing our enterprise risk management framework to support more consistent identification, documentation and monitoring of risks across Lactalis Australia, including modern slavery risks;

Annual statement review process: We implemented a revised process for reviewing our Modern Slavery Statement; and

Supplier response and remediation: Where concerns relevant to modern slavery risk were identified in the supply chain, we engaged with the relevant supplier and took follow-up action through our supplier management processes. This included assessing the issue, engaging directly with the supplier and considering appropriate remedial or risk management steps.





FUTURE ACTIONS

We remain committed to taking further steps to assess and address the risks of modern slavery in our operations and supply chains, building on what we have done in the last period.

In the next reporting period we intend to focus on the risks associated with Lactalis Australia's raw fruit suppliers, and progressing the following actions:

- **Procurement engagement and awareness:** continue engaging with procurement teams on modern slavery risks and the importance of compliance by suppliers with the Code;
- **Supplier engagement records:** further develop a process to document discussions with Suppliers on modern slavery;
- **Supplier due diligence and audit expectations:** consider expanding SEDEX-related requirements for relevant indirect suppliers and encouraging additional supplier audit activity where appropriate;
- **Supplier Code implementation:** continue to require all relevant new suppliers (excluding raw milk suppliers) to sign the Code and continue to escalate suppliers who decline to sign the Code or request amendments to it;
- **Contractual coverage:** continue working to increase the proportion of procurement spend covered by contracts that incorporate relevant compliance protections, including the Supplier Code of Conduct where applicable;
- **Enterprise risk management:** continue developing and implementing the enterprise risk management framework to support more consistent identification, documentation and monitoring of risks across Lactalis Australia, including modern slavery risks;
- **Monitoring and review:** continue monitoring the effectiveness of our actions through annual review of this Statement and the operation of relevant controls and processes;
- **Policy review:** continue reviewing our policies to ensure they remain appropriate and fit for purpose;
- **Technology-enabled supplier risk assessment:** following the reporting period, we commenced a trial of a software tool designed to support supplier modern slavery risk assessment and reporting.

CONSULTATION

This Statement is submitted as a joint statement covering Lactalis Australia Pty Ltd and its wholly owned subsidiaries, and Lemnos Foods Pty Ltd and its wholly owned subsidiary.

In preparing this Statement, relevant internal stakeholders were consulted to gather information on operations, supply chains, internal controls and actions undertaken during the reporting period.

The entities covered by this Statement operate under shared global, zone and country level policies, governance frameworks and management approaches relevant to modern slavery and associated ethical, social and human rights matters. Our day-to-day operations are largely overseen by the same Executive Committee, senior management and Board directors.

The consultation between Lactalis Australia companies has been through executive committee members who have been critical in undertaking the assessment and activities required to complete Lactalis Australia's Modern Slavery Statement 2026.

Approval of Statement

This Statement was approved by the boards of the two reporting entities, Lactalis Australia Pty Ltd and Lemnos Foods Pty Ltd in their capacity as principal governing body, and on behalf of Lactalis Australia and all entities covered by this statement.

Mal Carseldine



CEO and Director

Lactalis Australia Pty Ltd, Lemnos Foods Pty Ltd



Lactalis Australia Pty Ltd

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[company/lactalis-australia/](https://www.linkedin.com/company/lactalis-australia/)

www.lactalis.com.au

APPENDIX:

COMPLIANCE WITH THE AUSTRALIAN MODERN SLAVERY ACT 2018 REQUIREMENTS

MANDATORY REPORTING CRITERIA	LOCATION OF INFORMATION
Identify the reporting entity	Page 5
Describe the reporting entity's structure, operations and supply chains	Pages 6 - 10
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Pages 11 -18
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	Pages 19 - 23
Describe how the reporting entity assesses the effectiveness of such actions	Pages 24 - 25
Describe the process of consultation with any entities that the reporting entity owns or controls	Page 26
Any other information that the reporting entity, or the entity giving the statement, considers relevant	