



Kraft*Heinz*

JOINT MODERN
SLAVERY STATEMENT

2024

Kraft Heinz Australia Pty Limited

H.J. Heinz Company Australia Limited

Golden Circle Limited

Cerebos (Australia) Limited

Salpak Pty Limited

Introduction

MESSAGE FROM ANJ PRESIDENT



On behalf of Kraft Heinz Australia, I am pleased to present our fifth Modern Slavery Statement, highlighting the progress and achievements of our compliance program under the Australian *Modern Slavery Act* in 2024. This statement covers the operations and supply chain of the Kraft Heinz Australia group of companies.

Our commitment to responsible and sustainable practices remains unwavering, with a focus on the issues that matter most to our business and stakeholders. As part of our ESG strategy, we continue to prioritize areas where we believe we have the greatest leverage to effect genuine change.

At Kraft Heinz Australia, we are dedicated to 'doing the right thing', one of our core values which amongst other things, guides our efforts to combat modern slavery. We acknowledge the risk of exploitation in any economic value chain and are actively working to address it in ours.

In 2024, we made significant strides in our compliance program, including:

- Conducting independent ethical trade audits of our Australian factories and Kraft Heinz's factories in New Zealand that supply products to Australia, including initial audits for the Tomoana and Dunedin sites.
- Enhancing engagement with our Tier 1 suppliers through the SEDEX platform, including reviewing audit reports, and liaising with suppliers where audits disclosed material corrective actions.
- Exploring mitigation strategies for modern slavery risks in our tuna supply chain, focusing on increasing transparency around fisheries and processing plants that supply our Greenseas branded products.
- Initiating discussions with our agricultural growers to understand compliance activities and identify opportunities for progress in 2025.

We are proud of our achievements over the last five years as well as this last reporting year however, we recognize that combating modern slavery is an ongoing journey. We are committed to continuing that journey as we set our path for 2025.



Jerome Drolet
ANJ President



ACKNOWLEDGEMENT OF COUNTRY

Kraft Heinz acknowledges the Traditional Custodians of the lands on which we operate across Australia. We pay our respects to Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples.

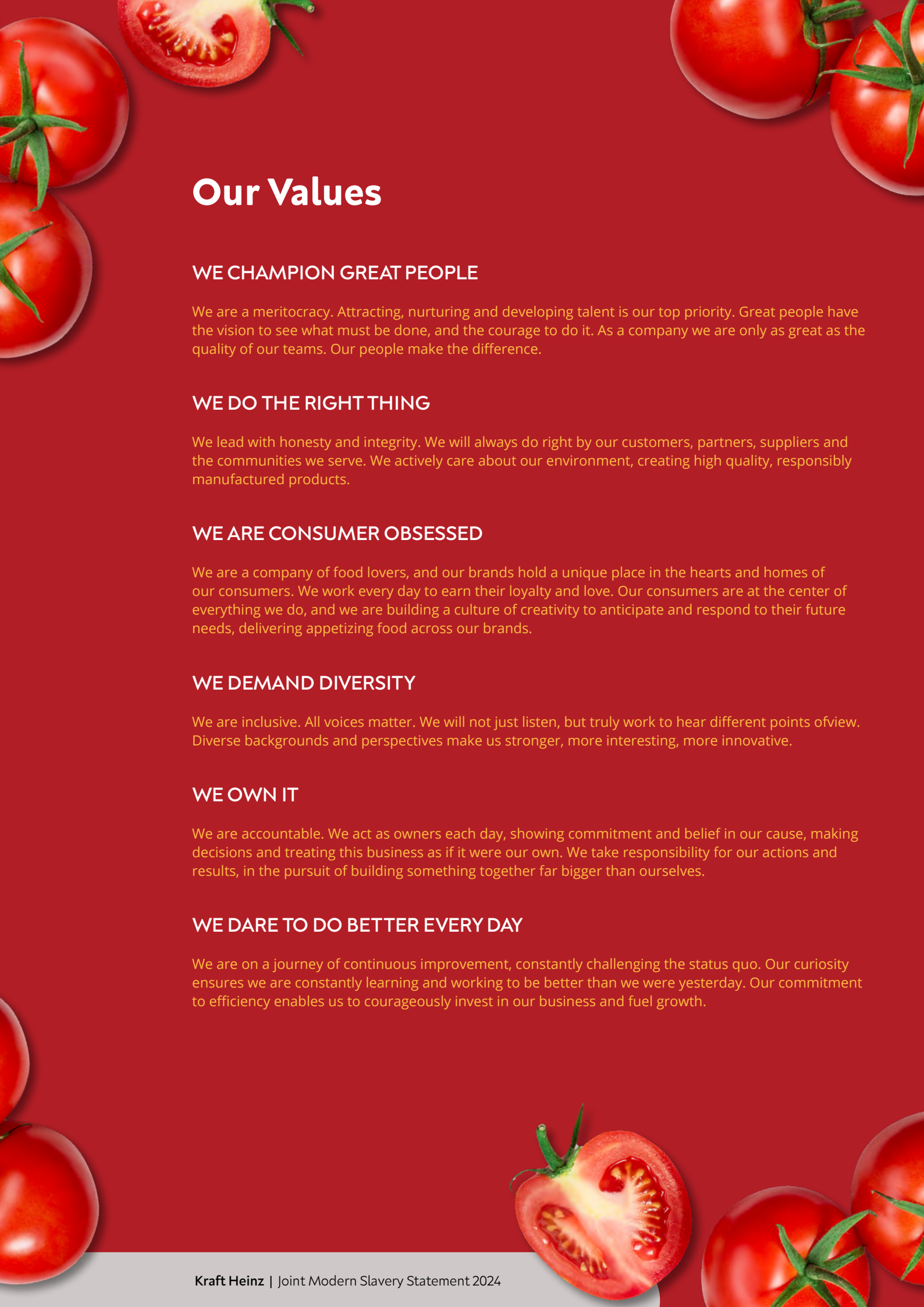
We recognise their enduring connection to land, waters, and culture.



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A red background with several tomatoes in the corners. Some are whole, and one is sliced in half, showing the seeds and pulp. The tomatoes are arranged in the top-left, top-right, bottom-left, and bottom-right corners.

Our Values

WE CHAMPION GREAT PEOPLE

We are a meritocracy. Attracting, nurturing and developing talent is our top priority. Great people have the vision to see what must be done, and the courage to do it. As a company we are only as great as the quality of our teams. Our people make the difference.

WE DO THE RIGHT THING

We lead with honesty and integrity. We will always do right by our customers, partners, suppliers and the communities we serve. We actively care about our environment, creating high quality, responsibly manufactured products.

WE ARE CONSUMER OBSESSED

We are a company of food lovers, and our brands hold a unique place in the hearts and homes of our consumers. We work every day to earn their loyalty and love. Our consumers are at the center of everything we do, and we are building a culture of creativity to anticipate and respond to their future needs, delivering appetizing food across our brands.

WE DEMAND DIVERSITY

We are inclusive. All voices matter. We will not just listen, but truly work to hear different points of view. Diverse backgrounds and perspectives make us stronger, more interesting, more innovative.

WE OWN IT

We are accountable. We act as owners each day, showing commitment and belief in our cause, making decisions and treating this business as if it were our own. We take responsibility for our actions and results, in the pursuit of building something together far bigger than ourselves.

WE DARE TO DO BETTER EVERY DAY

We are on a journey of continuous improvement, constantly challenging the status quo. Our curiosity ensures we are constantly learning and working to be better than we were yesterday. Our commitment to efficiency enables us to courageously invest in our business and fuel growth.

Our Commitment

From our quality controls to the relationships we have with our growers and suppliers, we are committed to responsible business practices extending to every facet of our business. We continuously evaluate what we do in an effort to identify better and more sustainable ways to operate.

In support of our Vision, we are committed to respecting human rights in our own operations and throughout our global value chain. We believe that the protection of human rights is fundamental to good and responsible business practices. We also believe that we have both the ability and responsibility to drive positive change through our global work. We are guided by internationally recognised standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the principles set forth in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Human Rights Guiding Principles

Kraft Heinz adheres to the following principles, and expects the same from its suppliers and other business partners:

- **Minimum Age for Employment** – we prohibit the employment of anyone under the legal working age as defined by local law and/or our human rights policy, whichever is higher. We do not tolerate the use of child labour
- **Forced Labour** – we do not tolerate the use of forced labour or involuntary prison labour
- **Abuse and Harassment** – we prohibit the use of corporal punishment or other forms of physical or sexual harassment or abuse
- **Discrimination** – we prohibit discrimination on the basis of inequalities including race, ethnicity, sex, language, religion, political or other opinion, national or social origin, property and birth or other legally protected status (such as sexual orientation or health status)
- **Freedom of Association** – we recognise and respect the rights to freedom of association and collective bargaining
- **Work Hours, Work Week and Payment of Wages** – we provide fair and equitable wages and other employment conditions in accordance with applicable local laws and/or the principles of this Policy, whichever is higher
- **Health and Safety** – we require working conditions in compliance with all applicable laws regarding worker health and safety
- **Bribery** – we prohibit improper payments in the conduct of our business and expect full compliance with all applicable anti-corruption laws
- **Recruitment of Workers** – we require labour recruitment and employment procedures to be carried out in a legal and ethical manner, and aligned to our values
- **Water and Sanitation** – we aim to understand and, where relevant, address water access risk, respecting everyone's right to safe, accessible and affordable water as well as to clean sanitation facilities
- **Land Rights** – we adhere to the principle of free, prior and informed consent (FPIC). We follow all applicable laws relating to the rights of land and natural resources.

Reporting Entity and Structure

This joint Modern Slavery Statement (**Modern Slavery Statement** or **Statement**) has been prepared by Kraft Heinz Australia Pty Limited ACN 622 234 379 in accordance with the *Modern Slavery Act 2018 (Cth)* (the **Modern Slavery Act**).

This Modern Slavery Statement covers Kraft Heinz Australia Pty Limited ACN 622 234 379, the Australian subsidiary of the US-based The Kraft Heinz Company.

The Statement also covers the owned and controlled entities of Kraft Heinz Australia Pty Limited, including the following subsidiaries, which are also reporting entities under the Modern Slavery Act:

- H.J. Heinz Co Australia Limited ACN 004 200 319
- Golden Circle Limited ACN 054 355 618
- Cerebos (Australia) Ltd ACN 004 304 803
- Salpak Pty Limited ACN 004 536 636

(each, a **Reporting Entity** and together **Kraft Heinz Australia** or **Company**).

This Modern Slavery Statement describes the risks of modern slavery in the operations and supply chain of Kraft Heinz Australia and its owned and controlled entities for the period from 1 January 2024 to 31 December 2024 (the **Reporting Period**), actions taken by Kraft Heinz Australia to assess and address those risks and how Kraft Heinz Australia evaluates the effectiveness of these measures.

The term *Modern Slavery Act 2018 (Cth)* as used in this Modern Slavery Statement takes the meaning given to it in the Modern Slavery Act.

The Process Consultations

This Modern Slavery Statement covers each Reporting Entity, following an active engagement and consultation process with the Kraft Heinz Australia Human Rights Subcommittee and the executive leadership team of each Reporting Entity. This process included consideration and discussion of the Modern Slavery Act's reporting requirements, information regarding the actions we intend to take to address these requirements and the provision of relevant materials and regular updates.

The Human Rights Subcommittee includes representatives from human resources, procurement, legal, regulatory affairs, and packaging functions, and is co-chaired by the Kraft Heinz Australia General Counsel and the Head of Government and External Affairs. The Human Rights Subcommittee reports to the ESG Committee and ultimately to the Board of Directors.

A copy of this Modern Slavery Statement was provided to each entity owned and controlled by Kraft Heinz Australia Pty Limited (including each Reporting Entity) on 27 June 2025.

This Modern Slavery Statement has been approved by the Kraft Heinz Australia Board of Directors on 27 June 2025 on behalf of all Reporting Entities.

Kraft Heinz Australia Operations and Supply Chain

Our operations

As a large food and beverage company, Kraft Heinz Australia's operations are predominantly focussed on supplying food and beverage products to consumers and retailers and commercial customers in Australia and overseas.

After commencing operations in Australia in 1935, Kraft Heinz Australia has grown to employ approximately 870 people across its Australian offices, distribution centres, and factories. We also engage approximately 335 contractors and external labour hire and at our sites, a number which fluctuates according to seasonal demand. At the end of 2024, Kraft Heinz Australia had 4 company-owned factories in Australia and 1 additional distribution centre.

The following map depicts the locations of our sites around Australia:



Our supply chain

Our supply chain focuses on the sourcing and warehousing of ingredients and packaging required for the manufacturing of our food and beverage products and procuring other indirect goods and services that are necessary for the manufacturing process.

With a diverse portfolio of iconic and emerging brands, we aim to engage with our suppliers in a long term and stable relationship and therefore seek to do business with suppliers that share similar ethics and sustainability practices to us. We also work with external companies (contract manufacturers or 'co-packers') who produce products for Kraft Heinz Australia under our own brands.

At the end of 2024, Kraft Heinz Australia had approximately 120 packaging suppliers; 850 ingredients suppliers, including growers; 80 external manufacturers; and 2600 indirect goods and services suppliers.



“ We aim to engage with our suppliers in a long term & stable relationship and therefore seek to do business with suppliers that share similar ethics and sustainability practices to us. ”

Risk Of Modern Slavery Practices In Our Operations And Supply Chain

Kraft Heinz Australia adopts a risk-based approach to modern slavery due diligence and has primarily focused on the human rights of our employees and contractors, along with the human rights of those employed by our suppliers and co-packers.

Our Operations

As of this Reporting Period, Kraft Heinz Australia has identified the actual risk of modern slavery in our own operations as low. This finding is based on the following initiatives and measures:

- Approximately 72% of Kraft Heinz Australia's staff are engaged directly by Kraft Heinz Australia and their employment contracts are governed by the relevant Australian law. Kraft Heinz Australia employs human resources and legal specialists to ensure that contractual employment arrangements for Kraft Heinz Australia are lawful and compliant with the relevant regulatory requirements. We continually review our payroll processes and systems and practices to establish best practices and ensure compliance with the Fair Work Act 2009 (Cth) and applicable industrial instruments.
- There is high union engagement and membership amongst employees, representing 80% of our industrial workforce.
- Employees are free to negotiate collectively and if required involve third parties, such as unions, in such negotiations.
- The Company partners with reputable third-party labour providers who share our approach to Human Rights and have accepted our Supplier Guiding Principles (which embody these requirements).

Kraft Heinz Australia continues to monitor risk of modern slavery in its operations through regular employment engagement surveys, external site audits, grievances raised by our team members through the human resources team and 24 hours confidential whistleblower hotline and informal discussions, reflections and insights.

SEDEX Ethical Trade Audits

Kraft Heinz Australia is a member of SEDEX (both as a buyer and supplier), one of the world's leading ethical trade data platforms, focused on improving the monitoring of working conditions in global supply chains. The company uses SEDEX risk ratings, self-assessment questionnaires (SAQs), and audit methodologies to inform our ethical sourcing approach and monitor our supply chain.

Since 2021, we have conducted SMETA (SEDEX Members Ethical Trade Audit) audits at Kraft Heinz's own factory sites in Australia and New Zealand. The audited facilities are involved in manufacturing of a range of different food products, including canned products, frozen vegetables, condiments and spices, beverages, and baby food. In 2026 we intend to extend our audit program to include our Altona distribution centre.

The SMETA standard is aligned with the Ethical Trading Initiative Base Code, and covers labour standards, business ethics, health and safety and environmental practices. The audits identified no non-conformances relating to modern slavery or forced labour practices in any of our own sites. The findings of the audits highlighted good practices and areas of improvement for our facilities. We are working with our sites on implementing corrective actions and to ensure relevant improvement practices are in place.

Supply Chain

Kraft Heinz Australia acknowledges that there is an inherent risk of modern slavery instances in its supply chain due to the complexity and the multijurisdictional nature of the business, although to date no examples of modern slavery practices have been found in our supply chain within the Reporting Period, or prior reporting periods.

As the basis for addressing modern slavery risk in our supply chain, we have chosen to prioritise suppliers that present the highest human rights risk as well as those where Kraft Heinz Australia has the most leverage to implement practices that reduce this risk.

Kraft Heinz Australia carried out a baseline human rights risk assessment for this purpose in 2020 and 2021. It included our top 429 suppliers, across all four divisions namely packaging, ingredient, indirect services and external manufacturers (co-packers). This assessment was conducted together with an industry leading consultant in sustainability and supply chain services globally. It considered inherent sourcing risks (country of origin and type of product or service sourced) and business leverage insights to determine which segments of our supply chain provide the greatest opportunity to influence change, manage risk and drive impact.

The risk inputs involved evaluation of the relative risks of exploitation and human rights vulnerabilities involved in producing the products and delivering services within our supply chains.

Specific risk characteristics evaluated for each supplier included:

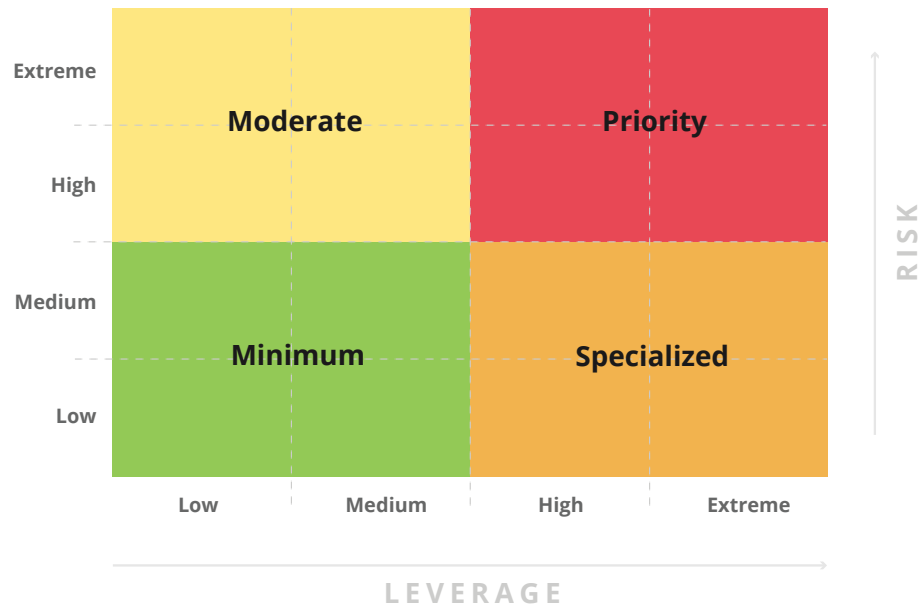
- **Workforce** – relating to the nature of the work, required skills
- **Product** – including seasonality, production processes, costs, and value
- **Business processes** – involving labour recruitment issues, transparency, and complexity.

Inherent geographic and commodity risks were determined through a blend of public domain datasets (for example, the United Nations, the World Bank, the Global Slavery Index and the International Labour Organisation) and our consultant's country risk scores based on annual audit data to reflect working conditions and human rights non-compliances on the ground.

The leverage inputs evaluated Kraft Heinz Australia's annual spend, spend trends and length of the relationship with the supplier. Each supplier was then assigned a risk and leverage rating based on the methodology described. These ratings determined the supplier 'category' or 'segment' for prioritised actions.

The risk scores were coupled with Kraft Heinz Australia's leverage data and each supplier was assigned a risk/ leverage rating, which determined the supplier 'category' or 'segment' for prioritised actions.

Risk Assessment Results



In the 2022 reporting period an initial 31 key suppliers were contacted and asked to provide their existing ethical sourcing assessments for our review.

In the 2023 reporting period we expanded our review to 89 key suppliers, however not all of these suppliers provided the requested information.

During the Reporting Period we continued to engage with these suppliers and communicate in relation to noncompliance results from their audits and SAQs. We also continued to increase the number of suppliers we contacted, particularly using the SEDEX platform. In our experience this was the easiest way to connect and share information. The SEDEX dashboard provides a more manageable way to identify suppliers who potentially could be having human rights issues in their supply chain. During the Reporting Period we ran reports on critical and business critical audit noncompliance and contacted suppliers whose noncompliance related to labour issues.

We have also incorporated contractual obligations for our tier 1 suppliers to join SEDEX and undertake SMETA audits or equivalent at least biennially. We are rolling out these obligations as we contract with new suppliers or renew contracts with our existing suppliers.

Actions Taken To Assess and Address The Risk Of Modern Slavery

Over this Reporting Period, Kraft Heinz Australia has implemented further steps to assess and address modern slavery risks in our operations and supply chain. Some of these actions are described below.

Policies and compliance

Certain relevant policies have been reviewed and implemented throughout our business. This is actioned through our ongoing training programs. The Company encourages the reporting of non-compliance with these policies and follows up on complaints. Alleged violations are investigated and lead to consequences where appropriate.

Global Human Rights Policy

Our commitment to responsible business practices, continuous improvement, and respect for human rights is engrained within our business. This commitment is embedded within our Global Human Rights Policy which applies to both our own operations and our global supply chain. Our Policy is based on the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set forth in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Supporting A Respectful, Non-Discriminatory, and Safe Workplace In Kraft Heinz Australia And New Zealand

We have a diversity, equity, inclusion and belonging strategy and vision to advance our inclusive workplace culture and enhance feelings of belonging through creating equitable outcomes for all and leveraging the diversity of our people to enable innovation, engagement and success.

Business resource groups

This vision is brought to life by our employee-led business resource groups (BRGs). We currently have five such groups:

- Gender Equity, focused on providing equitable outcomes for all genders with a particular focus on female leadership,
- LiveWell, focused on providing a physically and mentally safe working environment for all,
- Indigenous Outreach, focused on indigenous reconciliation,
- Pride, focused on building a LGBTQI+ inclusive culture and
- Multiculturalism, focused on engaging and celebrating our diverse ethnicities.

Representation of the BRGs spans across various functions and levels of employees with current representation at over 50 members. The groups partner with our executive leadership team to develop plans and execute initiatives to build a diverse and inclusive culture and create a sense of community in the workplace.

We expect our employees, suppliers and all other business partners to adhere to the core guidelines within the policy. Specific focus is placed on the rights of vulnerable groups including foreign and migrant workers, women, children, indigenous populations, minorities and people with disabilities.

Kraft Heinz Global Code of Conduct

All employees, officers and directors are required to abide by the company's Global Code of Conduct. The Global Code of Conduct sets high standards for conducting business in a legal and ethical manner and serves as the foundation of our corporate policies and procedures. The Code has dedicated chapters on building a respectful, non-discriminatory, and safe workplace, and protecting human rights for our workers and workers in the value chain.

To ensure compliance with the Global Code of Conduct, Kraft Heinz Australia regularly provides training, communications, and guidance to our employees. Further, employees are required to annually certify that they have read and will follow the Global Code of Conduct. The document is available in 14 languages and can be accessed [here](#).

The Kraft Heinz Supplier Guiding Principles

We continue to implement our Supplier Guiding Principles (**SGPs**) with an aim to greatly increase transparency around human rights in our supply chain. The SGPs outline our requirements, standards and expectations for all our suppliers. This policy covers areas including business ethics, human rights and ethical labour practices, occupational health and safety, supplier diversity, protecting animal welfare, as well as environmental stewardship. Suppliers are required to manage their subcontractors and supply chains in a manner consistent with the SGPs.

Acceptance of the SGPs and commitment to comply with the requirements contained are part of every supplier contractual arrangement or purchase order with Kraft Heinz Australia. Kraft Heinz Australia reserves the right to monitor a supplier's compliance with the SGPs using supplier self-declarations, assessments, and/or verification through external audits.

Suppliers are required to provide a confidential mechanism for their workers to communicate any workplace grievances, misconduct, or violations of the SGPs, or legal or ethical concerns. Suppliers are also required to protect workers reporting violations in good faith or cooperating in any investigations against retaliation.

The Kraft Heinz Ethics & Compliance Hotline is hosted by an independent third party and is confidential, multi-lingual, and available 24 hours a day. Reports can be made via country-specific, toll-free phone numbers or online via www.KraftHeinzEthics.com. Kraft Heinz Australia encourages suppliers to communicate the availability of the Ethics and Compliance hotline to their workers. Kraft Heinz Australia does not tolerate retaliation against any person or supplier reporting potential misconduct in good faith.

Suppliers and their employees, contractors and agents are also encouraged to report any potential non-compliance with the SGPs or any violation or misconduct to the Kraft Heinz Ethics & Compliance Hotline.

In the event Kraft Heinz Australia becomes aware of supplier conduct that is not in accordance with SGP requirements, Kraft Heinz Australia will take appropriate action to thoroughly investigate any reported noncompliance and discuss the findings with the supplier.

In circumstances Kraft Heinz Australia determines remediation is required, the supplier is expected to implement a corrective action plan to promptly correct the non-compliance. Kraft Heinz Australia reserves the right to terminate any agreement or business relationship with a supplier that fails to meet any of the Mandatory Requirements contained in the SGPs.



We continue to implement our Supplier Guiding Principles with an aim to greatly increase transparency around human rights in our supply chain



New Actions Taken During The Reporting Period

Audits and Self-assessments of Our Own Operations

In 2024 we arranged 4-Pillar SMETA audits of five Kraft Heinz sites in Australia and New Zealand:

- A first audit of our instant coffee manufacturing factory in Dunedin (New Zealand);
- A first audit of our sauces, spreads and soups factory in Tomoana (New Zealand);
- A second audit of our fruit & vegetable, ketchup, frozen meals, and canning factory in King Street, Hastings (New Zealand);
- A second audit of our meat products and canning factory in Wagga Wagga (NSW); and
- A second audit of our baby food, ready meals, and canning factory in Echuca (Victoria).

The audits covered labour standards, health and safety, environment and business ethics in accordance with the SMETA Best Practice Guidance (version 6.1). They were conducted by Sustainable Assurance Solutions Pty Ltd through auditors certified by the Association of Professional Social Compliance Auditors Inc (APSCA). The audits took place over a period of 1.5 to 3.5 days (depending on the number of workers at the site) and included management interviews to ascertain company practice, a site tour, a detailed review of human resources and health & safety documents as well as a series of interviews with workers (without the presence of management and under conditions of confidentiality).

None of the audits resulted in findings or allegations indicative of modern slavery at the audited sites.

During the Reporting Period, we also continued our process to update the SEDEX SAQs for our sites as a way of monitoring that the policies and procedures to ensure workers' rights and health and safety obligations are respected.

Supplier Partnership Program

During the 2023 Reporting Period, Kraft Heinz Australia commenced a Supplier Partnership Program with a substantive modern slavery compliance component.

Under this program, all new suppliers must go through an onboarding verification process prior to being in a position to contract with Kraft Heinz Australia. During this exercise, suppliers must connect to Kraft Heinz Australia as a supplier in SEDEX. The SMETA audits and SAQs obtained through these connections will then be checked to disqualify any supplier found to have an unacceptable risk of modern slavery.

Existing suppliers will be requested to join the supplier partnership program and provide SEDEX connections as well. For the first phase of the supplier partnership program, we contacted 89 existing key suppliers and requested connection in SEDEX to review their SMETA audits and SAQs.

By the end of the Reporting Period, 41 of the 89 key suppliers were connected to Kraft Heinz Australia through SEDEX and had shared their SAQs and audits. Of these only one supplier had critical audit noncompliance relevant to workers' conditions. We have been in contact with this supplier and they confirmed the audit noncompliance related to missing records rather than any noncompliance on site, which they hoped to resolve in an upcoming follow up audit.

In the 2025 Reporting Period we will expand our pool of key suppliers and continue to review audit noncompliance to further vet our supply chain.

Human rights risk assessment of the tuna supply chain

During the 2023 Reporting Period, we worked with a specialist consultant to assess the human rights risk in the supply chain of our range of Greenseas branded tuna products. The tuna is caught by fishing vessels in the Western and Central Pacific Oceans, aggregated by several suppliers and processed by third party co-packers in Thailand who then supply Kraft Heinz Australia. The consultant was requested to help us to review all tiers of this supply chain and formulate recommendations for addressing identified risks as part of a broader engagement on environmental, social and governance matters.

The consultant assessed that modern slavery is a key risk in the fishing industry. Specifically, remoteness, length of times away and limited communications makes fishers vulnerable to modern slavery. Migrant fishers are especially vulnerable to potential debt bondage or recruitment fees.

Based on a review of best practice and information provided by Kraft Heinz Australia, the consultant considered that with appropriate supplier cooperation, these risks can be mitigated by requesting additional information and creating better traceability, or to explore alternative suppliers with stronger mitigation actions already in place.

Kraft Heinz Australia obtained and reviewed SMETA audit reports on the processing operations of the third-party manufacturers of Greenseas products in Thailand. The reports contain no findings or allegations indicative of modern slavery at the audited sites. In light of the risk profile of this industry, the manufacturers have agreed to conduct SMETA audits annually.

In the Reporting Period we continued to explore what information and leverage we could achieve in this space. We limited the areas we sourced fish from to certain fisheries, and requested additional documentation such as captain's statements, however while this additional data helped with traceability so we knew where our tuna was from, it gave us little insight into working conditions on the vessels themselves. We also explored certification and opportunities to collaborate with other tuna customers, however we remained only a small buyer given the size of the fisheries and had only limited leverage over the intermediaries our co-packers sourced from, let alone the owners of the fishing vessels. We are not aware of any modern slavery in this supply chain but it would be difficult to know that there were no practices of concern. We continue to engage in this space with the ambition of learning more.

Human rights risk assessment in crop agriculture

Crop agriculture is integral to Kraft Heinz Australia's operations, underpinning its product offerings and local sourcing initiatives. For example Golden Circle processes a significant tonnage of fruit and vegetables annually, with pineapples being a significant crop sourced from regions like the Sunshine Coast hinterland and northern Queensland.

The risk of modern slavery is significant due to the industry's reliance on labour-intensive practices, seasonal employment, and often opaque supply chains. This risk is increased where a tier 1 supplier is not directly engaged in agriculture (such as co-packers), meaning that we have less leverage over conditions for workers in the fields that ultimately supply them.

During the Reporting Period we initiated discussions with some of our growers, and grower syndicates, concerning these issues. While some were covered by accreditation relevant to workers' conditions such as NZGAP or Fair Farms, this was not consistent across the group. Kraft Heinz Australia has identified crop agriculture as a key opportunity and will undertake further investigations into this supply chain in the 2025 year.



Measuring Effectiveness Of Our Actions

Human Rights Subcommittee

The Board of Directors of Kraft Heinz Australia has established a Human Rights Subcommittee which, while reporting to the ESG function, will also assist the Board in its commitment to protecting and upholding human rights in Kraft Heinz Australia's operations and global value chain. Specifically, the role of the subcommittee is to develop, implement and oversee human rights standards, policies, procedures, programs and reports; assess and address modern slavery risks in Kraft Heinz Australia's operations and supply chains; oversee compliance with the reporting requirements under the Modern Slavery Act; and address any adverse human rights impacts within Kraft Heinz Australia's operations and supply chains.

The subcommittee includes the General Counsel, Head of Procurement, Head of People & Performance and Head of Government Affairs of Kraft Heinz Australia. The subcommittee meets on a bi-monthly basis.

As part of the tasks assigned to it by the Board of Directors, the subcommittee assesses the effectiveness of our actions in assessing and addressing modern slavery risks, including by reviewing and making decisions or recommendations based on the following information:

- Findings from SMETA audits and self-assessments of Kraft Heinz Australia own sites
- Findings from SMETA audits and self-assessments of suppliers to Kraft Heinz Australia
- Engagements with suppliers, including through the Supplier Partnership Program
- Grievances, complaints and other instances of potential non-compliance with legal requirements or Kraft Heinz policies
- Research and advocacy by governmental, non-governmental and academic organisations
- Best practice examples from other industry participants in Australia or overseas
- Information relating to modern slavery risk in our operations and supply chain obtained from other internal and external sources in various contexts.

Grievance Mechanisms for Employees and Stakeholders

Kraft Heinz Australia provides several ways for employees, suppliers, business partners, and other stakeholders to raise concerns or complaints. This includes the reporting of potential misconduct to managers, Human Resource professionals, the Legal Department and the Ethics & Compliance team, and Kraft Heinz's confidential Ethics & Compliance Hotline. The Hotline is open to anyone inside and outside the Company and is maintained by a third-party provider with multilingual staff available 24 hours a day. Reports can be made via country-specific toll-free phone numbers, or online.

Kraft Heinz Australia is monitoring the effectiveness of the processes and procedures to address the modern slavery risks that our business causes, contributes to, or is directly linked to, in line with the Modern Slavery Act.

Ethics and Compliance Training

'We Do the Right Thing' is one of Kraft Heinz's core Company Values and is something everyone is expected to follow. Kraft Heinz Australia utilises a mandatory interactive training programme for the various components of the Employee Code of Conduct. Its modules are focused on honesty, integrity, respect, dignity and conduct of business in an ethical and legal manner.

Employee Engagement Survey

Our annual 'Employee Engagement Survey' is a key moment in our employees' calendar and helps us measure and shape our culture for today, tomorrow, and the future. It is part of a larger listening strategy designed to check in with our employees throughout the year and to help us continuously improve our employees' experience. The engagement survey provides an opportunity for employees to share their honest feedback about what it is like to work at Kraft Heinz Australia.

The survey targets several key issues of employee engagement that research has found to be critical components of successful organizations and provides an opportunity for team members to share their honest feedback about what it's like to work at Kraft Heinz Australia. From 2017 to 2024, we have seen an engagement score increase among Kraft Heinz Australia team members with an overall score of 70%, and a response rate varying across our various sites from 70-90%. Kraft Heinz Australia has also been accredited by Great Place to Work® in Australia for the past 3 years.

Our goal is to track our engagement levels and leverage survey results in an action plan to enhance our workplace culture and transform Kraft Heinz Australia into an even better place to work.

Complaints Investigations

We assess, monitor and investigate complaints that are raised in various forms including through our established grievance mechanisms and engagement with industry unions. These channels are frequently used to raise issues encountered in Kraft Heinz Australia's workplaces, including some complaints about inappropriate behaviour by co-workers or managers. We therefore believe that the existing grievance mechanisms are effective in raising and addressing matters relevant to human rights and ethical labour practices in our operations.

None of the issues reported through our grievance mechanisms during the Reporting Period related to allegations of modern slavery.

No complaints were received relating to workers' conditions at our suppliers' sites.



Looking Ahead

We have established a solid foundation for our Modern Slavery compliance journey and are determined to make further progress. Our objectives for 2025 include to:

- Continue the SMETA audit program for our Australian and New Zealand factories
- Increase the number of suppliers from whom we obtain and review SMETA (or equivalent) audits through the Supplier Partnership Program
- Collect and review information about human rights risks involved in growing and harvesting key commodities sourced by Kraft Heinz Australia
- Complete an assessment of service providers working in our Australian and New Zealand factories, including labour hire, security, and cleaning
- Mapping and collecting information on certain key tier 2 supplier categories.

Our focus will remain on responsible sourcing, protecting vulnerable workers and collaborating with key stakeholders and suppliers to prevent and address modern slavery in our operations and supply chain.

This Modern Slavery Statement was approved by the Board of Kraft Heinz Australia Pty Limited (in its capacity as the principal governing body of Kraft Heinz Australia Pty Limited and as the parent company of each other Reporting Entity) on 27 June 2025.

This statement was signed by Jerome Drolet in his capacity as a director of the Board of Kraft Heinz Australia Pty Limited and ANJ President on 27 June 2025.



Jerome Drolet
ANJ President



Our focus will remain on responsible sourcing, protecting vulnerable workers and collaborating with key stakeholders and suppliers.

Mandatory Disclosure Matrix

Identify The Reporting Entity	7
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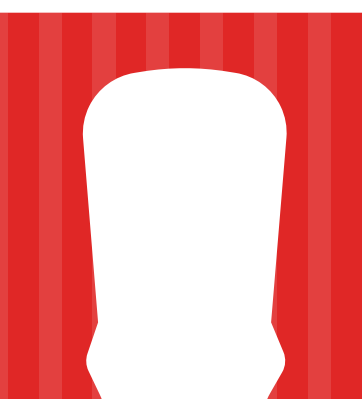
Describe The Reporting Entity's Structure, Operations, And Supply Chains	7
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Describe The Risks Of Modern Slavery Practices In The Operations And Supply Chains Of The Reporting Entity And Any Entities It Owns Or Controls	10
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Describe The Actions Taken By The Reporting Entity And Any Entity It Controls To Assess And Address These Risks, Including Due Diligence And Remediation Processes	13
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Describe How The Reporting Entity Assesses The Effectiveness Of These Actions	19
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Describe The Process Of Consultation With Any Entities The Reporting Entity Owns Or Controls	7
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