

MARLEY SPOON

Modern Slavery Statement 2024

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Marley Spoon acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and to Elders both past and present.



A Message From Our CEO

Marley Spoon Australia is proud to be a purpose-led business, with a strong set of values and principles that informs everything we do. We're guided by our values of entrepreneurship, enjoyment, integrity, ambition and teamwork – all of which are important when it comes to choosing the best suppliers and partners to work with throughout our supply chain.

Modern slavery remains a reality for many people around the globe and in some respects in Australia. We are determined to continually champion best practices and the highest standards with a mission to eliminate modern slavery in our supply chains and to drive positive change. We continue to seek to learn more about the root causes and illegal practices and seek more opportunities to address this fundamental issue with our own actions. One element of this is educating our team, for example with an internal training module. This module, which is available to all and compulsory for some team members, includes critical information on how to identify and stop modern slavery in supply chains, and emphasising that modern slavery has no place at Marley Spoon.

We are committed to upholding fundamental human rights while supporting the wellbeing of all people involved with Marley Spoon – whether they are directly involved in our business operations or are members of the communities we serve – and will continue to work towards ending modern slavery.

This statement was approved by the board of directors of MarleySpoon Pty Ltd on 23 June 2025.

Managing Director

Marley Spoon Australia

23 June 2025

Introduction

This statement is published in accordance with section 14 of the *Modern Slavery Act 2018 (Cth)* (the Act) and covers the operations and activities of Marley Spoon Australia for the calendar year 2024, including those of Chefgood Pty Ltd (ACN 163 131 771), which was owned and controlled by Marley Spoon Australia in 2024.

At Marley Spoon, people are at the very heart of our operations. This guiding principle extends beyond delighting our customers and caring for our team members; it encompasses a profound responsibility towards all individuals who contribute to our mission: *to build direct-to-consumer brands leveraging operational excellence to continuously delight our customers in a personalised and sustainable way.*

We are unwavering in our commitment to fostering a global business environment free from the exploitation and abuse of vulnerable people. For Marley Spoon, this translates into a dedicated pursuit of continuous improvement within our own processes, sharpening our ability to identify, assess, and eliminate modern slavery risks throughout our operations and supply chains. We recognise that our actions play a vital role in upholding human rights and ensuring ethical practices for all.

Our Structure, Operations and Supply Chains

STRUCTURE

MarleySpoon Pty Ltd (ACN 603 969 571) (Marley Spoon Australia or the Company or we) is a private company incorporated in Australia. It is a subsidiary of Marley Spoon SE, a company incorporated in Germany and listed on the Australian Securities Exchange (ASX: MMM) until 19 August 2024, and which also owns subsidiaries in the European Union and the United States of America. Marley Spoon SE is in turn a subsidiary of Marley Spoon Group SE, which was incorporated in Luxembourg and is listed on the Frankfurt Stock Exchange (MS1). During 2024, Marley Spoon Australia owned and controlled the entity Chefgood Pty Ltd (ACN 163 131 771) and Marley Spoon Finance Pty Limited (ACN 623 784 154), and the information contained in this statement also relates to these entities. The Company’s registered office is located at Sydney Corporate Park, 190 Bourke Road, Alexandria NSW 2015. Marley Spoon Australia has operated business since 2015.

Our Brands

We operated three key brands: Marley Spoon, Dinnerly and Chefgood:



Marley Spoon

Meal kit
subscription
service



Dinnerly

Meal kit
subscription
service



Chefgood

Ready-to-heat
meal subscription
service

Marley Spoon and Dinnerly are subscription-based weekly meal kit delivery services. A meal kit is a box, usually sent directly to a customer’s home, which includes the required quantity of ingredients to cook two or more meals, along with step-by step recipe instructions. Chefgood is a subscription-based weekly ready-to-heat meal delivery service.

CONSULTATION PROCESS

Marley Spoon Australia is deeply committed to a collaborative and transparent approach in addressing modern slavery risks across our direct operations, within our owned entities, and throughout the broader Marley Spoon Group. Our 2024 Modern Slavery Statement has been developed through a robust consultation process, ensuring comprehensive input and alignment from all relevant entities.

Consultation with Owned or Controlled Entities

As the Australian reporting entity, Marley Spoon Australia maintains close and continuous engagement with Chefgood Pty Ltd, which we owned and controlled during this reporting period. The development of this statement involved direct consultation to ensure a unified approach to modern slavery risk management and reporting across our Australian operations:

- ✓ Key personnel from Marley Spoon Australia’s Modern Slavery working group directly engaged with Chefgood’s leadership and relevant operational teams.
- ✓ Data and insights concerning modern slavery risks, due diligence efforts, and mitigation activities specific to Chefgood were systematically collected and integrated into our overall risk assessment.
- ✓ We utilised both formal and informal channels to solicit feedback on draft content, ensuring that Chefgood’s specific context, contributions, and challenges were accurately represented within this statement.

This direct consultation ensures that our efforts to combat modern slavery are cohesive and comprehensive across all our controlled Australian entities.

Consultation with Parent and Group Entities

Marley Spoon Australia prepares its own Modern Slavery Statement under Australian law. We maintain close collaboration with our parent, Marley Spoon SE, and the broader Marley Spoon Group to align with global policies, share best practices, and ensure consistent ethical conduct.

For this Australian statement, our consultation with Group entities involved:

- ✓ Ensuring our modern slavery initiatives align with the Marley Spoon Group's global values, Code of Conduct, and human rights policies through discussions with Group leadership and relevant global teams.
- ✓ Informing Marley Spoon SE of our Australian risks, due diligence, and mitigation strategies to facilitate Group-level understanding and oversight.
- ✓ Sharing drafts of this statement with global counterparts for their review and input.
- ✓ Exchanging learnings and best practices on combating modern slavery with other Group entities.

This engagement ensures Marley Spoon Australia's statement is robust and informed by the Marley Spoon Group's global commitment to human rights.

OPERATIONS

Marley Spoon Australia's operations are exclusively based within Australia, with our services extending to customers across all eight states and territories.

Operational Model

Our primary supply chain operates on an '*order to use*' basis. Ingredients are sourced from a network of suppliers and delivered to our fulfillment centres. Upon arrival, these ingredients are meticulously picked and packed according to individual customer orders, ensuring the delivery of high-quality, fresh meal kits directly to our customers.

For our Chefgood brand, the operational model involves ingredients being prepared and cooked onsite at our dedicated facilities before being dispatched directly to customers.

During the 2024 reporting period, Marley Spoon Australia operated fulfillment centres in Sydney, Melbourne, and Perth.

Delivery and Logistics

Customers receive their weekly orders primarily through direct home delivery, facilitated by a network of trusted third-party delivery professionals. This partnership model is designed to ensure timely, reliable, and efficient service to our customers nationwide.

Our Team

As of the 2024 reporting period, Marley Spoon Australia's workforce comprised approximately **550** team members. These individuals are employed across a range of functions in full-time, part-time, casual, or contract capacities, all contributing to our operational success and commitment to customer satisfaction. The nature of our workforce includes roles within our fulfillment centres, production facilities (for Chefgood), and corporate support.

SUPPLY CHAIN

At Marley Spoon, we source high-quality ingredients from a diverse range of suppliers to support the production of our products across all brands. The most significant category of supply for us is food, which includes a wide variety of edible products such as fruits, vegetables, meat, dairy, and condiments.

Marley Spoon Australia adheres to an 'Australia First' sourcing policy, with nearly all of our direct suppliers based in Australia. The majority of our ingredients are sourced from Australian origins, and we are committed to increasing this percentage year on year by transitioning to Australian-made and grown products.

This approach ensures that we maintain the highest standards of food quality and safety, while also maximising our contribution to the Australian economy. The bulk of the food and other materials we procure come from suppliers with whom we maintain stable, long-term relationships. However, in consideration of factors such as availability, quality, and cost, some products are sourced internationally.

To strengthen our due diligence process, we have robust onboarding procedures for suppliers. While we do not validate using the Global Slavery Index during supplier onboarding, we maintain stringent screening criteria to ensure ethical sourcing practices. This includes thorough assessments of suppliers' labor practices and compliance with international standards.

This addition enhances the effectiveness of our risk-screening process, allowing us to better identify and address potential modern slavery risks within our supply chain.

Identifying Risks

The majority of our team members are employed directly by Marley Spoon, which significantly reduces the risk of modern slavery practices within our workforce. However, our risk assessment primarily focuses on areas of the business that rely on contracted labour and third-party service providers, which are kept to a minimum. Workers in these areas may include permanent or temporary migrants, students, and other individuals who may be more vulnerable to exploitative labour practices. To mitigate these risks, we ensure that any labour hire agencies we engage are registered and fully compliant with Australian labour hire laws and regulations.

While Australia is generally considered a lower-risk jurisdiction for modern slavery, Marley Spoon Australia acknowledges that risks still exist within our domestic supply chains, particularly in the agricultural sector. This industry's reliance on third-party labour, temporary migrant workers, younger people, students, and backpackers—many of whom work on a casual or seasonal basis—presents risks of deceptive recruitment, forced labour, and debt bondage. These risks are exacerbated by factors such as lower literacy levels, limited knowledge of workers' rights, lack of experience, and higher dependency on employers. These vulnerabilities make workers in the agricultural sector particularly susceptible to exploitation.

We have identified that these risks are the most relevant to our operations in Australia, especially within the context of agricultural labour. In addition, similar risks, including child labour, may also be present within our international supply chains.

Addressing Risks

During the 2024 reporting period, Marley Spoon Australia proactively addressed the risk of modern slavery across our operations and supply chains. We employed a comprehensive suite of tools and approaches, integrated through our policies, contracts, and programs, to uphold our commitment to ethical practices.

FOSTERING A CULTURE OF INTEGRITY

At Marley Spoon, our vision is simple: *Building a better everyday, just for you, just right*. Guided by this purpose, our values shape a culture committed to delighting our customers through personalisation, operational excellence, and sustainability. We embody five core behaviours that underpin how we work together and with others:

- ✓ **We are entrepreneurs** – We take bold action, dare to move fast, and always prepare for what's next to delight our customers.
- ✓ **We enjoy what we do** – We support each other, create with joy, and approach challenges as opportunities.
- ✓ **We act with integrity** – We are candid, curious, and committed to doing what's right for our customers, team, and planet.
- ✓ **We are ambitious** – We aim higher, strive for excellence, and make decisions based on data and continuous improvement.
- ✓ **We are team players** – We collaborate with openness, take accountability, and build inclusive environments where every voice matters.

These values are embedded in our global Code of Conduct, which all team members are expected to uphold. The Code outlines clear standards across key areas, including:

- ✓ Conflicts of interest
- ✓ Anti-bribery and gifts
- ✓ Privacy and data protection
- ✓ Fair dealing
- ✓ Discrimination, bullying, harassment, and vilification
- ✓ Health and safety
- ✓ Compliance with laws and regulations

Our Whistleblower Policy further supports this commitment by empowering team members to report any suspected breaches of legal or ethical standards. We encourage all employees to speak up, with assurance of non-retaliation and the option to remain anonymous.

While the Code of Conduct is not solely focused on modern slavery, it plays a critical role in reinforcing our commitment to fairness, respect, and human rights. Marley Spoon maintains a zero-tolerance policy for any form of physical or sexual violence, harassment, or intimidation—whether directed at our employees, their families, or close associates.

All company policies are clearly documented and regularly communicated to ensure every employee understands our expectations and their responsibilities in upholding our values.

MODERN SLAVERY TRAINING

Building on the 2021 introduction of our online modern slavery training, Marley Spoon continued to prioritise its uptake in 2024. The module provides essential information on the nature of modern slavery and equips team members with crucial skills to identify and report potential instances. In this reporting period, we refined our targeting, ensuring that completion remains mandatory for a broader range of team members identified as having higher exposure or oversight relevant to modern slavery risks.

SUSTAINABILITY LEADERSHIP AND FRAMEWORK

Our global Sustainability team, under the expert guidance of the Global Head of Sustainability and with strengthened support from dedicated team members in Australia, continues to drive the strategic design, development, execution, and continuous improvement of our sustainability approach.

This framework is anchored in our three pillars: *Our Planet*, *Our People*, and *Governance*, with robust attention paid to the social aspects impacting our workforce and supply chains. In close partnership with our global CEO, Executive Management, and other key departments, the Sustainability team actively ensures the completion of relevant training, audits, and other proactive measures, significantly enhancing transparency and reducing risks across our entire supply chain.

AUDITS

In 2024, we continued to conduct internal audits to assess our compliance with the relevant Modern Award. These audits, based on a random sample of employees, are meticulously designed to identify and rectify any errors in remuneration and related entitlements. This ongoing commitment ensures that all employees are fairly and accurately compensated for their efforts. Marley Spoon Australia remains acutely aware of past industry-wide challenges related to inadvertent under-remuneration and is resolute in preventing such occurrences within our operations.

SUPPLIER ONBOARDING AND MONITORING

At Marley Spoon Australia, we are committed to ethical sourcing and maintaining high standards across our supply chain. We work exclusively with approved food and non-food vendors who undergo a thorough onboarding and risk assessment process. We assess supplier practices through detailed documentation and data reviews to help identify and mitigate risks, including those related to modern slavery.

To support this process, we leverage FoodsConnected, a digital supplier management platform that streamlines onboarding, auditing, and continuous monitoring. This technology enables a consistent, transparent, and end-to-end approach to supplier governance—strengthening compliance with ESG and regulatory expectations.

INGREDIENT TRANSPARENCY

We firmly believe that increasing supply chain transparency is a vital component in minimising modern slavery risks. In 2024, our *Ingredient Hub* continued to empower consumers with detailed visibility, providing a line-by-line breakdown of ingredients for each weekly recipe, including the percentage of each ingredient that originates from Australia.

Country of origin information is recorded on each product specification and made available through the Ingredient Hub, supporting our commitment to transparency and providing another layer of oversight in identifying and addressing potential modern slavery risks within our supply chains.

EMPLOYMENT SERVICES PARTNERSHIP

For many of our casual roles, we continued our collaboration with trusted providers of national job seeker programs. A highlight for 2024 was the deepening of our partnership with *APM*, Australia's largest Disability Employment Services Provider, initiated in 2022. This collaboration has been instrumental in assisting individuals facing various forms of hardship to achieve productive participation in the economy.

In addition to this, we also launched a targeted youth employment initiative in collaboration with local referral agencies at our Sydney Fulfilment Centre. The program is focused on supporting disadvantaged young people, including early school leavers, by providing them with structured pathways into the workforce. Through meaningful job opportunities, hands-on support and a safe working environment, Marley Spoon Australia is contributing to long-term positive outcomes for vulnerable youth while reinforcing our commitment to ethical and inclusive employment practices.

Assessing Effectiveness

Marley Spoon Australia is committed to continuously enhancing its understanding of the impact and efficacy of its actions to address modern slavery risks. In 2024, we refined our data collection and performance monitoring mechanisms, focusing on:

- ✓ **Trends in Audit Results:** Tracking and analyzing the outcomes of our internal and external audits across time periods to identify improvements and areas needing further attention.
- ✓ **Grievance Mechanism Insights:** Monitoring the volume and nature of issues raised through our whistleblower process and other grievance mechanisms to gauge their effectiveness and identify emerging concerns.
- ✓ **Training Completion Rates:** Systematically tracking the percentage of relevant team members who have completed modern slavery training, aiming for higher completion rates.

Moving Forward:

Our Continuous Improvement Journey

Modern slavery unequivocally has no place in Marley Spoon's business, our extended supply chains, or indeed in the broader business community. We continue to wholeheartedly endorse Australia's modern slavery reporting initiative, recognizing its critical role in risk reduction and fostering corporate accountability. We are profoundly committed to a continuous improvement approach, diligently working to ensure we neither directly nor indirectly condone unacceptable labor practices.

Assessing and addressing the risks of modern slavery is an integral component of the Marley Spoon Group's holistic approach to operating a sustainable business that genuinely benefits all our stakeholders and the broader community. For more comprehensive information on our corporate governance and the Group's environmental, social, and governance (ESG) responsibilities, please refer to our latest Group Corporate Governance Statement and Non-Financial Report, available online at:

<https://ir.marleyspoon.com/investor-centre/>.

