

MarleySpoon

**Modern Slavery
Statement 2025**

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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 emphasizing 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 2026

A handwritten signature in black ink, appearing to read 'Rolf Weber'. The signature is written in a cursive style with a long, sweeping tail on the final letter.

23 June 2026

1. Introduction

This statement is published in accordance with section 13 of the Modern Slavery Act 2018 (Cth) (the Act) and covers the operations and activities of Marley Spoon Australia for the calendar year 2025.

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 bring Healthy, Delightful and Easy Meal Solutions to every Aussie.

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.

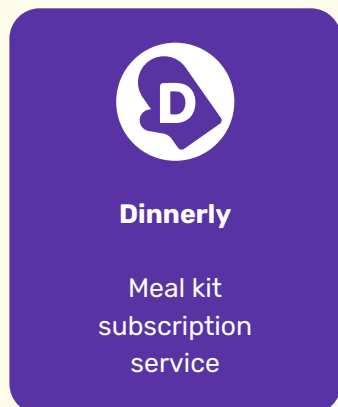
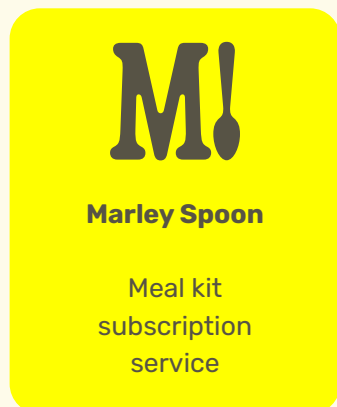
2. Our Structure, Operations and Supply Chains

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 European company (Societas Europaea) incorporated in Germany which is also registered as a foreign company under the Australian Corporations Act 2011 (Cth) (ARBN 625 684 068) and also owns subsidiaries in the European Union and the United States of America. Marley Spoon SE is a subsidiary of Marley Spoon Group SE, a European company (Societas Europaea) incorporated in Luxembourg and listed on the Frankfurt Stock Exchange (MS1). Marley Spoon Australia owns MS Group Operations Pty Ltd (ACN 163 131 771), formerly known as Chefgood Pty Ltd. 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 since 2015.

Our Brands

We operated two key brands: Marley Spoon and Dinnerly.



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 and other food items the customer may choose out of a range of ready meal items or other grocery items.

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 2025 Modern Slavery Statement has been developed through a robust consultation process, ensuring comprehensive input and alignment from all relevant 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 states and territories, excluding the Northern Territory.

Operational Model

Our primary supply chain operates on an 'order to use' basis. Ingredients and other food products 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.

During the 2025 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 2025 reporting period, Marley Spoon Australia's workforce comprised approximately 388 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, and corporate support.

SUPPLY CHAIN

At Marley Spoon, we source high-quality products and 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. As part of our supplier onboarding process, suppliers are required to complete onboarding questionnaires covering labour practices, workplace standards, and compliance with relevant legal and ethical requirements. In addition, our General Terms and Conditions include clauses requiring suppliers to comply with applicable laws, including the Modern Slavery Act 2018. While we do not currently conduct independent audits or formal verification activities as part of onboarding, these measures help establish baseline expectations regarding responsible business practices 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 2025 reporting period, Marley Spoon Australia proactively addressed the risk of modern slavery across our operations and supply chains. We employed a 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

Our online modern slavery training provides essential information on the nature of modern slavery and equips team members with crucial skills to identify and report potential instances. We ensure that completion remains mandatory for team members identified as having higher exposure or oversight relevant to modern slavery risks

Marley Spoon Australia provides online modern slavery training (TRN 002 – Understanding Modern Slavery) to all team members, with mandatory completion required for those in roles with higher exposure to modern slavery risks. This includes team members in procurement, supply chain, People & Culture, fulfilment centre management, and any role with oversight of contracted or labour hire workers.

The training covers:

- ✔ What modern slavery is and the forms it can take, including forced labour, debt bondage, deceptive recruitment, and child labour.
- ✔ How to identify indicators of modern slavery in supply chains and workplace settings.
- ✔ Marley Spoon's reporting channels and obligations under the Modern Slavery Act 2018 (Cth).
- ✔ How to raise concerns, including through our Whistleblower Policy and anonymous reporting via Whispli.

Training completion is tracked by the People & Culture team and reviewed annually. In 2025, >90% of team members in mandatory-completion roles completed the training. We will continue to strengthen awareness and extend training participation in 2026.

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: Environment, Social, and Governance, with a focus on our initiatives to manage our operational impact and support the well-being of our team members.

AUDITS

In 2025, 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.

INGREDIENT TRANSPARENCY

We firmly believe that increasing supply chain transparency is a vital component in minimising modern slavery risks. Throughout the 2025 reporting period, 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

Marley Spoon engages labour hire agencies, like MatchWorks to support workforce demands at our fulfilment centres. Given that workers engaged through labour hire arrangements can include temporary migrants, international students, and other vulnerable cohorts, this area represents a key focus of our modern slavery risk management.

We only engage labour hire providers that hold a valid licence under the applicable State labour hire licensing legislation. As part of our due diligence, we verify current licence status prior to engagement and monitor compliance on an ongoing basis.

Our employment services partners are expected to:

Comply with all relevant Australian workplace laws, including the Fair Work Act 2009 and applicable Modern Awards.

Maintain transparent recruitment and onboarding practices, including clear communication of pay, conditions, and rights to all workers.

Refrain from charging workers any recruitment or placement fees.

Cooperate with any audit or investigation requests from Marley Spoon Australia related to labour standards and modern slavery compliance.

These requirements are embedded in our agreements and form part of our ongoing monitoring framework.

REMIEDIATION

Marley Spoon Australia is committed to taking swift and meaningful action where modern slavery risks or incidents are identified within our operations or supply chains. Our remediation approach is guided by the principle that affected individuals must be supported, not further disadvantaged, as a result of remedial action.

Where a potential modern slavery concern is identified, whether through internal reporting, supplier audits, whistleblower disclosures, or engagement with workers, we follow a structured response process:

- ✔ **Immediate escalation:** Concerns are escalated promptly to the People & Culture team and relevant senior leadership for assessment and response coordination.
- ✔ **Investigation:** All credible concerns are investigated in a manner that protects the safety and privacy of affected individuals. Where appropriate, this may involve engaging specialist external advisors or relevant authorities.
- ✔ **Supplier engagement:** Where a concern relates to a supplier, we will engage directly with the supplier to understand the issue and require corrective action within a defined timeframe. Continued non-compliance may result in suspension or termination of the supplier relationship.
- ✔ **Support for affected workers:** Where harm or exploitation is identified, reasonable steps are taken to connect impacted individuals with appropriate support services and relevant community organisations.
- ✔ **Review and improvement:** Following any substantiated incident, we will review the relevant policies, processes, or supplier relationships to prevent recurrence and strengthen our systems.

During the 2025 reporting period, no substantiated cases of modern slavery were identified within our direct operations or supply chains. We remain vigilant and committed to continuous improvement in our detection and response capabilities.

Assessing Effectiveness

Marley Spoon Australia remains committed to continuously strengthening its approach to identifying, managing, and mitigating modern slavery risks across its operations and supply chain. During 2025, we continued to enhance our understanding of the effectiveness of our actions through improved monitoring, reporting, and governance processes, with a focus on the following areas:

- ✔ **Audit and Supplier Performance Trends:** Monitoring outcomes and recurring themes identified through supplier assessments, audits, onboarding reviews, and quality assurance activities to better understand areas of improvement and emerging risks across our supply chain.
- ✔ **Grievance and Reporting Mechanisms:** Reviewing insights from our whistleblower program, workplace reporting channels, and supplier engagement processes to assess the accessibility and effectiveness of these mechanisms, while identifying potential indicators of heightened risk.
- ✔ **Training and Awareness Initiatives:** Tracking participation and completion rates for modern slavery across relevant team members, with a continued focus on strengthening awareness, accountability, and capability across the business.
- ✔ **Supplier Engagement and Due Diligence:** Continuing to embed modern slavery considerations into supplier onboarding, approval, and monitoring activities, including the review of supplier documentation, certifications, and compliance expectations.

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, recognising 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/>.



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