

Jungbunzlauer

To whom it may concern

Basel, 20 March 2026

Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2025

This statement is made pursuant to the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2015, the Australian Modern Slavery Act 2018, the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 2021 (DDTrO) and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (S-211).

It explains our efforts to identify, assess and manage the risks of modern slavery, including forced labour and child labour, and human trafficking within our business and our supply chain.

This statement was approved by the Board of Directors of the Jungbunzlauer Group on 20 March 2026.

Our Business

Jungbunzlauer is a leading producer of high-quality, sustainable ingredients from natural sources, serving industries from food and beverage to health and personal care, cleaners and detergents, among others. Leading the way in developing naturally better ingredients that enhance everyday life, we are a trusted partner offering a diverse portfolio of Acidulants, Texturants, Sweeteners, Minerals and Solutions to meet our customers' evolving needs.

Founded more than 150 years ago as a distillery in Jungbunzlau, Bohemia, Jungbunzlauer has grown into a CHF 1.1 billion company, driven by over 1,400 dedicated colleagues committed to a healthier, more sustainable future. Headquartered in Basel, Switzerland, family-owned, with state-of-the-art production sites including large-scale fermentation operations across Europe and North America, we proudly serve more than 130 countries worldwide through our global sales organisation and local distribution partners covering Europe (including Middle-East and Africa), Americas and Asia-Pacific.

Our purpose commits us to care for People and the Planet. We strive to fulfil it by relying on our values as the basis of everything that we do. Acting with integrity, we aim to operate our business according to highest ethical, social and environmental standards. We have integrated a framework of principles, guidelines and policies that is communicated and available to all employees and other stakeholders.

Our Commitment

Jungbunzlauer prohibits any form of modern slavery and human trafficking within its organisation and supply chains.

Our [Code of Conduct](#) and our [Human Rights Policy](#) state our commitment to free choice of employment and to compliance with national labour laws, the UN Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UNICEF Children's Rights and Business Principles and the UN Guiding Principles on Business and Human Rights (UNGP).

Our [Supplier Code of Conduct](#) explains our requirements for our suppliers in the areas of human rights, labour, environment and anti-corruption. The principles stated include the elimination of all forms of forced and compulsory labour and the effective abolition of child labour.

Assessment of Own Operations and Upstream Supply Chain

Five out of in the meantime six production sites of Jungbunzlauer are located in countries rated as "basic" by UNICEF in its Children's Rights in the Workplace Index ("CRWI"), i.e. with a low risk of child labour, and one production site acquired end of 2025 is located in a country, the USA, rated as "enhanced" by UNICEF in its Children's Rights in the Workplace Index ("CRWI"), i.e. with a higher risk of child labour.

Currently, our four largest production sites in Austria, Canada, France and Germany participate in the Supplier Ethical Data Exchange ("SEDEX") platform with the aim to track social and ethical performance, and to drive improvements in responsible business practices. A core principle of SEDEX is to avoid unfair and unsafe labour practices including modern slavery and human trafficking. The SEDEX Self-Assessment Questionnaire ("SAQ") is updated at least once a year for each of these production sites. Each of them is also checked every two years by an external auditor using the SEDEX Members Ethical Trade Audit ("SMETA") process. Findings are closely monitored, and non-compliance rapidly remediated through appropriate corrective actions.

Jungbunzlauer recognises the human rights risks inherent in global sourcing. As a large-scale ingredients producer with a manufacturing footprint in the European Union and North America, we source goods needed to manufacture our products mainly locally, i.e. within the country of our production site or in surrounding countries. Our due diligence process identified that our residual risks in relation to modern slavery and human trafficking are mainly at our limited number of suppliers manufacturing goods outside of these regions.

We strive to select our suppliers carefully and make them aware of our Supplier Code of Conduct prior to engagement. For goods purchased by our production sites which are manufactured in countries rated as "enhanced" or "heightened" by UNICEF in its CRWI, i.e. with a higher risk of child labour, we conduct regularly an assessment, using an adverse media screening tool, to determine whether there are reasonable grounds to suspect child labour in the manufacturing of these goods in a risk-based approach and according to the best effort principle. Furthermore, we assess additional suppliers with the same tool on a number of ESG risks, including forced labour and human trafficking.

In our assessment for the year 2025, we concluded that there are no reasonable grounds to suspect child labour, forced labour or human trafficking in the production sites of the goods sourced by Jungbunzlauer, and that we are therefore exempt from further due diligence and reporting obligations in accordance with Art. 5 para. 2 of the DDTrO.

Furthermore, we do not import or process gold, tin, tungsten or tantalum in quantities exceeding the thresholds specified in the DDTrO. We therefore concluded that we are exempt from further due diligence and reporting obligations in relation to Minerals and Metals from Conflict-Affected Areas.

Trainings

All relevant employees of Jungbunzlauer undergo a compliance training program in their first year of employment and a refresher compliance training program every two years thereafter. The program includes trainings on compliance basics, social compliance and whistleblowing.

Raising Grievances


Jungbunzlauer takes all reports of potential misconduct very seriously, and we have established a transparent and fair process to deal with any concern or grievance.

We encourage our employees and external stakeholders to inform us of possible ethical or legal violations, and we commit to investigate thoroughly any arising issue and to solve it. If feeling uncomfortable to speak up, our employees and external stakeholders can also communicate any identified or suspected misconduct anonymously via our third-party whistleblowing system accessible from our intranet and our website.

Our executive managers and boards of the individual Group companies report to the CEO when any such grievance or concern is being raised. In addition, they provide at least one annual update on the overall situation regarding such issues. Reports of potential misconduct of the CEO are directed to the Chair of the Board of Directors of the Jungbunzlauer Group. The CEO provides the Board of Directors with a summary report on any such issues that may have arisen.

Conclusion

Jungbunzlauer is committed to preventing modern slavery and human trafficking in all its forms, and we will continue to work diligently to prevent any misconduct relating to modern slavery or human trafficking in our own operations and in our upstream supply chain.



Bruno Tremblay
CEO



Sara Merian
CFO