



Skretting Australia Modern Slavery Statement

For the reporting period 1 January 2025 – 31 December 2025

1. Identify the reporting entity

Gibsons Limited ACN 009 476 064 trading as Skretting Australia

2. Describe the reporting entity's structure, operations, and supply chains

Skretting Australia

Skretting Australia is a manufacturer and marketer of fish and prawn feed products in Australia and New Zealand with its manufacturing plants located in Cambridge and Westbury, Tasmania. It has additional administration facilities in Invercargill, New Zealand and Proserpine, Queensland.

Skretting Australia is a wholly owned subsidiary of Nutreco N.V. (**Nutreco**) and does not own or control any subsidiaries of its own.

Skretting – Aquaculture Division of Nutreco

Skretting is a global leader in providing innovative and sustainable nutritional products for the aquaculture industry. Skretting has +20 production facilities across 18 countries, which includes Australia, and its 4,700 employees manufacture and deliver high quality feeds from hatching to harvest for more than 60 species. The Skretting head office is in Stavanger, Norway.

Skretting is the registered trade name for the aquaculture division of its parent company, Nutreco, headquartered in Amersfoort, Netherlands.

Nutreco is owned by SHV Holdings, a privately owned Dutch trading company, regarded as one of the world's largest private trading groups. SHV Holdings is a highly diversified company, with interests in transport, retail, oil, food and financial services. It employs around 60,000 people and operates in 58 countries.

Together with its customers, suppliers and partners, Skretting and its subsidiaries lead innovation to ensure access to more sustainable, healthier and safer seafood for the world's growing population. Skretting and its subsidiaries follow a global culture that is open, in which all its people care deeply about what they do, about each other and the environment in which they work. To fulfil our purpose of 'Feeding the Future', Skretting adheres to five clearly defined core values – Passion, Integrity, Inclusivity, Trust, and Curiosity – which are adopted throughout Nutreco.

Skretting Australia's operations

Skretting Australia has a long and proud history of operating in Tasmania, starting out in the Hobart CBD as a flour mill in 1910. We first commenced making aquafeeds in the early 1970s. We began trading as Skretting Australia in 2000 and now have over 170,000t production capacity and employ approximately 120 staff. The majority of our employees work in manufacturing and logistics, supported by sales and administration and management functions.



Skretting Australia's supply chain

Skretting Australia's fish feed is formulated to provide fish and prawns with all the correct nutrients; protein, fat, carbohydrate, vitamins and minerals. Procuring high quality raw materials is critical to maintaining the product quality, feed safety and supply continuity. We source a significant proportion of raw materials from Australia, supported by imported ingredients where required.

As part of our responsible procurement processes, existing and potential suppliers are subject to our due diligence through our quality and supplier management systems. This process helps us to identify potential areas of risk and determine where further review, supplier engagement, audit activity or site assessment may be required.

Skretting Australia is committed to working with its suppliers to eradicate modern slavery from their supply chain. Additionally, Skretting Australia shares its expertise to support suppliers to build their capability to meet international standards.

Feed raw materials sourced from outside Australia

A portion of our raw materials are sourced from manufacturers outside of Australia, including marine ingredients, soy products, other vegetable ingredients and vitamins and minerals. Imported raw materials can present elevated modern slavery risk depending on geography, sector and labour conditions. These sourcing categories remain a focus of our supplier due diligence and risk review processes.

Skretting Australia publish an annual Impact Report that outlines the origins of purchased ingredients, and specifically ingredients that are assessed as having a high sustainability-risk, like marine and soy.

Skretting Australia's logistic services

Between 2022-2025, Skretting Australia operated a logistics service between ports in Tasmania and New Zealand and Queensland, using a leased vessel from Norwegian logistics company Eidsvaag AS and an externally contracted party, Southern Ocean Solutions Pty Ltd, for the operations. The lease contract ended in mid-2025. Further details can be found in our 2024 statement.

3. Describe risks of modern slavery practices in the operations and supply chains of Skretting Australia and any entities it owns or controls

Our modern slavery risk exposure is therefore primarily linked to our own operations and our supply chains. We recognize that modern slavery risks may arise through business relationships, including direct suppliers, indirect suppliers, labour providers and logistics partners.

4. Describe the actions taken by Skretting Australia and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

Code of Conduct for Business Partners

Our Code of Conduct for Business Partners guides our expectations on sustainability, compliance and integrity issues, for any company, organization, manufacturer or individual engaging in business with Nutreco.



As part of our supplier approval processes, Skretting Australia's suppliers and manufacturers must adhere to the Code of Conduct for Business Partners and are required to sign this document as acceptance that their business practices are aligned to Skretting Australia's standards.

In 2025, Skretting Australia was the first operation in the Australasia region to achieve external certification to the Aquaculture Stewardship Council Feed Mill standard. This global standard requires a rigorous due diligence assessment for all ingredients purchased (>1% of total annual volume) across legal, social and environmental criteria down to the manufacturer level and primary raw material production level.

As part of the ASC's due diligence process, EcoVadis and Sedex are recognised third-party assessment platform/tools that support the assessment of social risk for manufacturers in our supply chain. These platforms are supplemented by internal risk screening, country risk analysis and targeting follow up actions where elevated risks are identified.

Acceptable management of modern slavery risks is addressed through tracking our actions and outcomes, reviewing compliance to third-party certifications, and by the result of any proceeding audit. If suppliers and manufacturers fall below our minimum accepted standard and fail to provide Skretting Australia with the required information the relationship with this supplier is ended.

Code of Conduct for Employees

Our own people and operations are governed by our Code of Conduct for Employees and supporting policies and processes. Skretting Australia has a grievance and fair hiring awareness guidelines that employees are provided upon hiring and every 5 years thereafter.

Honesty and openness are highly valued within the Skretting, Nutreco and SHV group. We have SHV's Speak Up service that is confidential and available to employees, contractors, former employees, business partners and customers.

Skretting Australia has an external grievance and community engagement procedure that provides a framework for all external stakeholders including community members, neighbours, suppliers, contractors and other business partners to raise issues with Skretting Australia, and the process for Skretting Australia to deal with those issues.

5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks

Skretting Australia is compliant with a variety of international and national certifications. We maintain the following quality standards:

- ISO 9001 – Quality
- ISO 14001 – Environmental
- ISO 45001 – Occupational Health & Safety
- HACCP
- Feed Safe
- Global GAP
- Best Aquaculture Practices
- Aquaculture Stewardship Council

Both of Skretting Australia's feed mills are certified to the Aquaculture Stewardship Council Feed Mill standard and Best Aquaculture Practice Feed Mill standard. These standards dictate that feed



mills shall comply with local and national labour laws, including those related to young and/or underage workers, to assure worker safety and adequate compensation. During facility inspection, the auditor determines whether conditions comply with labour laws and safety requirements. The auditor will also interview a random sample of workers to obtain their opinions about wages and safety conditions. Any discrepancies are to be investigated by the auditor.

Skretting Australia encourages its suppliers to obtain sustainability certifications to further strengthen sustainability standards within their operations. Skretting Global has sourcing policies for raw materials such as marine, soy and palm. These policies stipulate minimum volumes of certified ingredients; the external standards require continuous improvement in the volume of certified raw materials purchased and local markets for aquaculture species can also require feeds to contain ingredients sourced from certified sources.

6. Describe the process of consultation with any entities the reporting entity owns or controls.

Skretting Australia does not own or control any other entities and therefore this criteria is not applicable.

Approval

This statement was approved by the board of Gibsons Limited trading as Skretting Australia on the 15th June, 2026.

A handwritten signature in black ink, appearing to read "Melissa Abbott", is written over a faint, light-colored signature line.

Melissa Abbott
General Manager
Skretting Australia