

Modern Slavery Statement 2025

Content

1. Introduction	3
2. Our Business	3
3. Our Company Structure	3
4. Our Operations	4
5. Our Supply Chain	4
6. Our Governance and Policies	4
7. Our Speak Up Culture	5
8. Risks of modern slavery practices in the operations and supply chains	5
9. Actions taken to assess and address modern slavery risks	6
10. Assessing the Effectiveness of Actions Being Taken to Assess and Address Modern Slavery Risks	7
11. Consultation	7
12. Modern Slavery Statement Approval	7



1. Introduction

The Modern Slavery Statement is made on behalf of the following reporting entities:

- Just Eat Limited
- Just Eat Holding Limited
- Just Eat.co.uk Limited

Throughout this statement, we refer to these entities, collectively, as "Just Eat".

References in this statement to "we", "us", "our" are references to Just Eat Takeaway.com and the entities we own or control.

This statement is submitted as a *joint statement* on behalf of the above reporting entities pursuant to section 54 of the UK Modern Slavery Act 2015 for the period 1 January 2025 to 31 December 2025.

JET has a zero-tolerance approach to modern slavery in all its forms.

We are committed to acting ethically and with integrity in all our business dealings and relationships. Our Code of Conduct and Modern Slavery Policy serve to underline our zero-tolerance approach towards modern slavery and enable implementation and enforcement of effective systems and controls to identify, assess, manage and/or remediate modern slavery risks that might take place in our operation or in any of our supply chains.

2. Our Business

Just Eat, as part of the Just Eat Takeaway.com group of companies, operates a hybrid marketplace for online food and retail delivery, combining our marketplace offering with our courier delivery service. We provide proprietary technology to offer a quick and efficient digital ordering service to connect millions of customers with our partners in the United Kingdom and in other countries around the world. Just Eat is not a food producer or retailer.

The partners on our platform are independent from Just Eat and the vast majority are small, independent partners or small chains although we also work with national and international branded restaurant, grocery and retail groups. Our customer base is broad and comes from all walks of life, ordering takeaway at home, in the office or with friends, whenever or wherever they are.

3. Our Company Structure

Just Eat is a proud part of Just Eat [Takeaway.com](https://www.justeat.com), one of the world's leading global on-demand delivery companies.

Headquartered in Amsterdam, the Company is focused on connecting consumers and Partners through its platforms. With 362,000 connected Partners, Just Eat Takeaway.com offers consumers a wide variety of choices from restaurants to retail.

Just Eat Takeaway.com has rapidly grown to become a leading online food delivery marketplace with operations in Austria, Belgium, Bulgaria, Canada, Germany, Ireland, Israel, Italy, Luxembourg, Poland, Slovakia, Spain, Switzerland, the Netherlands and the United Kingdom.

Just Eat Limited is wholly owned by Just Eat Takeaway.com B.V., a company domiciled and registered in the United Kingdom. Just Eat Takeaway.com B.V. (previously named: Just Eat Takeaway.com N.V.) ("JET"), a company domiciled and registered in the Netherlands. In October 2025 Prosus N.V. acquired JET via a recommended public cash offer of EUR 20.30 per share. This resulted in Prosus N.V. (indirectly) controlling JET and the delisting of Just Eat Takeaway.com B.V. its shares from Euronext Amsterdam.

4. Our Operations

Just Eat is the UK's leading food delivery company working with over 100,000 restaurant and convenience partners across 97 per cent of UK postcodes. It continues to operate from Fleet Place House, 2 Fleet Pl, London EC4M 7RF, United Kingdom, with large local teams spanning procurement, internal communications, sales, operations, business responsible, finance, analytics, product and technology, etc.

Regarding our workforce, with the exception of our field sales teams, the majority of our people worked based on Just Eat Takeaway.com's hybrid working policy.

Just Eat uses delivery to complement our marketplace model, enabling us to give customers the widest possible choice. We have seen huge growth in our delivery operations and it now forms a core part of wider business. We utilise four different delivery models across the group:

- Self delivery - Just Eat is predominantly a marketplace, which means in the majority of cases, the couriers who deliver customers' orders to the door are engaged or employed by independent partners
- Independent contractor couriers - provides couriers with flexibility on how and when they want to work, depending on the demand

Our independent contractor courier model is quickly scalable and provides couriers with flexibility on how and when they want to work. This flexibility allows us to match supply with demand to capture growth and optimise costs as conditions change due weather, events or seasonality.

This model is currently operating in, amongst others, Australia, Canada, with more than 75% population coverage in our largest markets. In addition to our proprietary delivery models, we also use third-party delivery companies or agencies in certain locations or markets. We have streamlined our offering by reducing our dependence on third-party providers to further optimise our network, improve stakeholder experience, and control costs.

5. Our Supply Chain

Just Eat primarily has suppliers in the UK, however we also engage with suppliers in the US, The Netherlands, and some of these suppliers manufacture goods for us in countries like China and Bangladesh.

Just Eat procures services to support its business needs, such as software, advertising, marketing, call centre services, payment services, IT hardware , office real estate, packaging for restaurants, courier equipment, telecom and technology services.

6. Our Governance and Policies

Claire Pointon, as Managing Director of Just Eat as at 31 December 2024, reports into Andrew Kenny, our Chief Commercial Officer (CCO) and part of Just Eat Takeaway.com B.V. Management Board.

To support our zero tolerance stance to modern slavery, we operate in line with our Code of Conduct which sets out the ethical standards and expectations for our own employees, our contractors, business partners and other third parties. Modern Slavery Policy further strengthens our modern slavery prevention efforts, coupled with the Integrity Expectations for Suppliers to ensure we continuously meet our commitment to acting ethically and with integrity in all our business relationships. All company policies were made available to our employees on the Kitchen Just Eat Takeaway.com's internal communication site). The Code of Conduct, and Supplier Integrity Expectations, are also available for our suppliers on the corporate website - www.justeattakeaway.com

In order to reinforce its commitment to prevent conduct that may foster modern slavery, Just Eat Takeaway.com has included in its Code of Conduct specific references to the organisation's zero tolerance to modern slavery, not only among its employees, but also in our supply chain. Also, Just Eat Takeaway.com encourages both our internal and external stakeholders, through our Code of Conduct to report any misconduct including any form of modern slavery.

7. Our Speak Up Culture

Your voice matters - Speak Up! This is our motto and we encourage our employees and third parties to Speak Up about any suspected wrongdoing, any unethical practice or breach of our Code of Conduct and its complementing Modern Slavery and Integrity Expectations for Suppliers policies.

We maintain an independent third-party, multilingual Speak Up hotline that operates 24/7, 365 days a year, where anyone, whether it's an employee, an independent contractor, a supplier, a restaurant, grocery or convenience partner, a shareholder, a customer, or a relative of any of the above, can raise a concern or report an actual or suspected wrongdoing. Our process is compliant with Whistleblowing legislative requirements and we offer full protection and anonymity to all individuals who report their concerns in good faith. Reports can be made anonymously. All reports submitted through the Speak Up hotline are handled by the Ethics & Compliance team and the team of independent, trained investigators. Just Eat Takeaway.com promotes our Speak Up hotline through our Code of Conduct and its Speak Up Policy. The Policy and the hotline link are available via intranet, the corporate website and on all localised platform's websites. No substantive allegations of modern slavery or other human rights violations were confirmed from reports submitted within the Speak Up Hotline in The United Kingdom in 2025.

8. Risks of modern slavery practices in the operations and supply chains

Just Eat takes the potential modern slavery risks within our business seriously.

We carry out human rights' risk assessment of Just Eat Takeaway.com's supply chain based on the geography where a good or service is physically produced in, and evaluate the geography's

modern slavery risk using a scoring mechanism for the likelihood of modern slavery in each country of production. This is important as most of our direct (tier 1) suppliers outsource the manufacture of goods to another third party, so assessing our tier 1 supplier would not be sufficient.

The human rights assessments enable us to understand the end manufacturing location of the goods and services that Just Eat Takeaway.com source. We categorise high risk geographies using a scale of likelihood of modern slavery risk in that country and region, and similarly, categorise industry risk where there is a higher degree of labour intensive production and low skilled labour.

We concluded that goods produced for Just Eat Takeaway.com in countries such as China and Bangladesh represent the highest risk of modern slavery to Just Eat Takeaway.com's supply chain.

Accordingly, we found that factory-based manufacturing of IT hardware, and courier equipment like textiles, which are also produced in the high-risk geographies, are the categories with greatest risk of modern slavery to Just Eat Takeaway.com and Just Eat.

We had, and continue to have a zero tolerance approach to the imposition of any financial burdens, as outlined in our Code of Conduct and Supplier Integrity Expectations, such as withholding wages or imposing recruitment fees, within our business and supply chains. In the event that allegations of this nature are brought to our attention, we would take swift and appropriate steps to investigate and address this.

9. Actions taken to assess and address modern slavery risks

Procurement managed suppliers are taken through a Just Eat Takeaway.com approved process. At supplier selection, this step includes engagement with Infosec, Data Protection, and Ethics and Compliance, with mandatory risk-related questions. Sourcing governance and sustainability make up a significant weighting using our scorecard when aligning vendor selection. Just Eat Takeaway.com holds contracts that can be either short term, longer terms of 36 months, or evergreen.

Our mitigation plan with the identified high-risk suppliers has consisted of growing our mandatory desk-based sustainability audits to determine if our suppliers have suitable labour and human rights policies and practices. Currently 61% of very high-high risk modern slavery suppliers have undergone a desktop EcoVadis, BCorp, or equivalent, assessment. This was combined with on-site audits that address a range of social, and health & safety issues within the factory to help ensure workers in our value chain are protected.

Just Eat Takeaway.com chose a market-leading independent third-party audit partner to carry out the on-site social and health and safety audits on our behalf. The audit partner was chosen through a diligent vetting process which required them to share their own practices that mitigate against bribery & corruption and help ensure integrity in the auditing process.

We completed audits of our current highest risk category factories (restaurant order pads and courier goods) and now work with the factories and independent auditor to remedy any non-conformances found.

Given that many products we source are produced in China where Uyghur forced labour exists, we have also added a Modern Slavery Clause to our Goods' contract template that prohibits

suppliers from operating, or trading with any third party that operates in regions that are subject to modern slavery bans, such as the Xinjiang region of China.

Additionally, we trained our new employees on how to recognise and report modern slavery. The onboarding Code of Conduct eLearning course included examples of modern slavery warning signs, and our people were directed to either inform the Ethics & Compliance team or report to the Speak Up hotline immediately if they observed any such warning signs.

10. Assessing the Effectiveness of Actions Being Taken to Assess and Address Modern Slavery Risks

Having now carried out on-site audits at these highest risk factories, we have a baseline to measure against and through annual re-auditing, expect to see our factories improve their scores each year.

Factories must also complete the Corrective Action Plans with the independent auditor and if a factory has failed, they must additionally undergo a follow up re-audit to be eligible for further Just Eat Takeaway.com orders.

As above, all factories that fail the audit, must complete the corrective action plan with the auditor, then undergo and pass a re-audit. Only after these two points have been met, will Just Eat Takeaway.com re-order from the factory.

11. Consultation

Relevant business units of Just Eat and Just Eat Takeaway.com have been consulted for the preparation of this statement. Just Eat undertook regular consultation and shared learnings internally with representatives of the various teams across Just Eat Takeaway.com.

12. Modern Slavery Statement Approval

This statement was approved and signed by Claire Pointon as the principal governing body of each of the reporting entities on the 23rd of June 2026.



Claire Pointon
Managing Director UK
Just Eat Limited
Just Eat Holding Limited
Just Eat.co.uk Limited