

Anti-Slavery Policy

Issue Date: June 2025

Review Date: June 2028

Purpose

Modern slavery is a violation of fundamental human rights. It takes various forms, such as human trafficking, forced labour, debt bondage/bonded labour, descent-based slavery, child slavery, forced and early marriage, and domestics servitude. Brownes Dairy is committed to always acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls against modern slavery taking place anywhere in our own business or in any of our supply chains. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the *Modern Slavery Act 2018*. We expect the same high standards from all our contractors, suppliers, and other business partners. As part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Scope

This policy applies to all workers. For the purposes of this policy a worker is defined as a person who conducts work in any capacity for Brownes Dairy, including employees, contractors, apprentices or trainees and volunteers.

Responsibilities

The Company has an overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with this policy. Management at all levels are responsible for ensuring all workers understand and comply with this policy and that they are provided regular training on the issue of modern slavery in supply chains. Employees at all levels are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. This should be done through notification to their line manager or reported confidentially in accordance with the Whistleblowing Policy. Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all workers.

Breaches of this Policy

Any worker who breaches this policy will face disciplinary action, which could result in termination of employment. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.



Natalie Sarich-Dayton
CEO & Managing Director
Brownes Foods Operations Pty Ltd