



# Modern Slavery Statement

2024



Brownes Foods Operations Pty Ltd  
ABN 60 146 849 881

# CONTENTS

---

<b>ACKNOWLEDGEMENT OF COUNTRY</b>	<b>3</b>	Risks in Our Supply Chain	21
		Country of Origin Risks	22
		Product Category Risks	22
<b>ABOUT OUR REPORTING</b>	<b>4</b>	Brownes Dairy's Risk Assessment Activities in 2024	24
<b>INTRODUCTION</b>	<b>6</b>		
<b>MESSAGE FROM OUR CEO</b>	<b>7</b>	<b>ACTIONS TAKEN TO ADDRESS THE RISKS OF MODERN SLAVERY</b>	<b>26</b>
<b>ABOUT BROWNES DAIRY</b>	<b>8</b>		
<b>OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN</b>	<b>9</b>	Brownes Dairy's Improvement Roadmap 2025 and Beyond	27
Our Purpose, Vision and Values	10	<b>ASSESSING EFFECTIVENESS</b>	<b>28</b>
Our People and their Country of Origin	12	<b>CONCLUSION</b>	<b>29</b>
Our Operations	15	<b>MODERN SLAVERY ACT 2018 (CTH) STATEMENT ANNEXURE AND MANDATORY CRITERIA</b>	<b>30</b>
Milk Supply	17		
Our Supply Chain	18		
Contract Manufacturing	19		
<b>IDENTIFYING RISKS OF MODERN SLAVERY</b>	<b>20</b>		
Risks in our Operations	20		





## ACKNOWLEDGEMENT OF COUNTRY

---

Brownes Dairy acknowledges the Traditional Custodians of Country throughout Australia and their enduring connection to the land, waters and community we live and work on. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples for the continuation of cultural, spiritual and educational practices.

# ABOUT OUR REPORTING

Brownes Foods Operations Pty Ltd (ABN 60 146 849 881), trading as Brownes Dairy is a private company registered in Western Australia, wholly owned by Australia Zhiran Co Pty Ltd (ACN 619 268 727). The registered office for the reporting entity is located at 22 Geddes Street, Balcatta WA 6021.

Brownes Dairy is pleased to present our Modern Slavery Statement made pursuant to Australian Modern Slavery Act 2018 (Cth) for the reporting period 1 Jan 2024 to 31 December 2024. We make this statement in our capacity as a reporting entity as defined by the Act.

A Board of Directors governs Brownes Dairy. The Board is responsible for ensuring that Brownes Dairy has an appropriate corporate governance structure, and that Brownes Dairy continues to grow and develop. We do not own or control any other entities so the process of “consultation for the entity owned or controlled” is not applicable.





The CEO assumes ultimate responsibility, though encourages ownership and accountability across all employees and suppliers at Brownes Dairy. The Executive and Management Leadership team looks after overall business operations and functioning of the business.

Brownes Dairy had an annual consolidated revenue of AUD \$268,693,845 for the previously mentioned reporting period.

This is Brownes Dairy's fifth modern slavery statement that identifies the risks of modern slavery practices in its everyday operations and supply chain, and actions taken to mitigate the same over the reporting period 1 Jan 2024 to 31 December 2024.

It articulates Brownes Dairy's position on modern slavery and its plans in the 2025 financial year to further understand and investigate the risk of modern slavery in its operations and supply chain.

Brownes Dairy's commitment to modern slavery falls under the social pillar as part of its overall ESG engagements. We are committed to social wellbeing, health, and safety in all our business dealings as well as conducting business ethically.

References to 'Brownes Dairy,' 'Brownes,' 'us,' 'we,' 'its' or 'our' in this statement refers to Brownes Foods Operations Pty Ltd.

To find out more about our company visit [www.brownesdairy.com.au](http://www.brownesdairy.com.au) or contact us via [customerservice@brownesdairy.com.au](mailto:customerservice@brownesdairy.com.au).

# INTRODUCTION

---

Modern slavery is an extreme form of labour exploitation for personal or commercial gain. It occurs in every region of the world, in both developed as well as developing countries.

As per International Labour Organization (ILO) and Walkfree, it is estimated that 50 million people are subjected to modern slavery around the world, with the Asia-Pacific region having the highest prevalence of forced labour.

Modern Slavery is relationship-based exploitation that includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour. It is prevalent in many global supply chains.

Carrying out due diligence can support companies to identify and address the most significant issues across their operations, supply chains, and business relationships that are related to labour rights, human rights, the environment, bribery, or consumer interests. This due diligence contributes to sustainable development.





**NATALIE SARICH-DAYTON**

Brownes Dairy  
CEO & Managing Director



## MESSAGE FROM OUR CEO & MD

---

*At Brownes Dairy, we're committed to being open and honest about the steps we're taking to address modern slavery.*

*This annual report shares the actions we've taken over the past year, the progress we've made, and the challenges we're still working to overcome.*

*Any form of human rights abuse has no place in our operations or supply chains. We understand our responsibility in this space and have stepped up our efforts to identify and address risks more effectively.*

*Over the past year, we've actively taken part in industry forums and supported global initiatives focused on ending modern slavery.*

*As we look ahead, we'll keep reviewing and improving our approach to make sure we're doing everything we can to prevent and respond to modern slavery, wherever it may occur.*



# ABOUT BROWNES DAIRY

Brownes Dairy has been a cherished part of Western Australian households since 1886, earning its place as the country's oldest and most beloved dairy brand. What began as a small local operation has grown into a household name, renowned for crafting award-winning dairy products—from fresh milk and creamy yoghurt to flavoured milk, premium cheese, and globally recognised coffee drinks.

Brownes Dairy is BRC (Global Food Safety Initiative) certified along with other Food Safety and Quality standard accreditations such as HACCP, Halal and Export approved. We are also a SEDEX member and a SMETA audited manufacturing facility.

We pride ourselves on our innovative products and services that are embedded in our DNA and consequently, we are a significant awards winner in the dairy industry.

Our commitment continues to be recognised, most recently with Champion title at the Australian Grand Dairy Awards for our 'The Greek' yoghurt. We also proudly received 15 gold awards and 26 silver medals across our range in 2024.



Total employees

**273**



Manufacturing sites

**2**



Employee by gender

**Male 68%**

**Female 32%**



No. of brands

**7**



Total raw milk  
suppliers

**40 farms**



2024 revenue

**\$268 million**  
net sales



Total number of SKUs  
in Australian market

**253**



Total number of  
SKUs exported

**67**



Countries where  
products are distributed

**6**

# OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

---

Brownes Dairy is a company that embraces change with confidence, always striving towards a better tomorrow. We believe in the power of unity—rowing together to grow together—because success is shared. With resilience and accountability, we own our grit, setting the tone for a culture that wins through determination and courage. We are committed to producing high quality dairy products in a way that takes care of all stakeholders to deliver a successful fresh dairy business, to operate ethically and adhering to high food manufacturing standards without compromising the health and safety of our people.

Brownes Dairy operates from one main processing site in Balcatta WA, and a second site at Brunswick Junction WA, collecting over 110 million litres of milk each year from over 40 dairy farms in WA's Southwest region. Brownes Dairy supplies to all major retailers and food services companies in Australia, as well as being a standing exporter to Asia.







## Our Purpose

---

Making better food  
for a better future

## Our Vision

---

The best food company in the  
world that happens to be based  
in Western Australia

## Our Values

---

- We lean into change – to reach tomorrow's **BROW**
- We **ROW** together – to grow together
- We **OWN** our grit – to set our winning tone
- We believe – in the good **NES**s of dairy

Brownes Dairy produces a diverse portfolio of award-winning dairy products including white milk, cream, dessert, yoghurt, flavoured milk, ready-to-drink (RTD) coffee, juice, and cheese under multiple different brands. We obtain the finest raw materials and are committed to following good manufacturing practices.



At our core, we believe in the goodness of dairy and the meaningful impact it can have on people's lives. The seven brands owned by Brownes Dairy are listed below.

**Brownes**  
dairy

**Brownes**  
**CHILL**

**Brownes**  
**orangeC**  
fruit drink

**YOGO**

**HUNT**  
• AND •  
**BREW**

**Shake'n'Shake**

**COUNTRY**  
**DAIRY**



# Our People and their Country of Origin

---

The nature of diversity and inclusion of our workforce is essential to our business. This is supported by Brownes Business Code of Conduct - 'The Way we Work' - that reinforces our values of promoting an ethical, safe and fair workplace, free from all forms of discrimination and harassment.

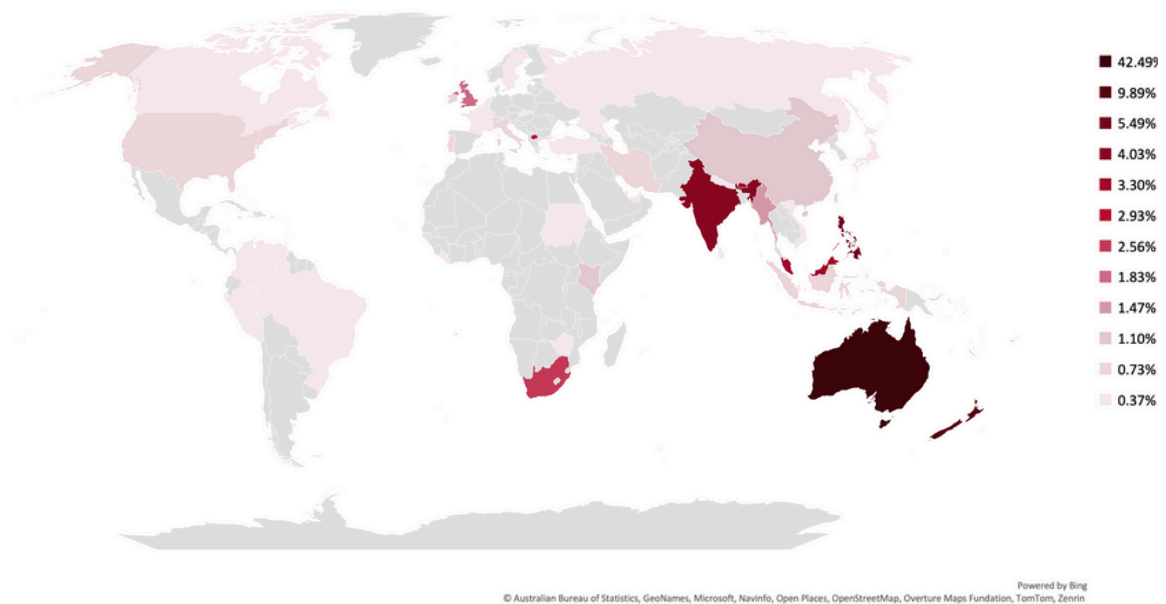
Our policies provide standards of behaviours that all Brownes Dairy employees must uphold and prohibits employees from engaging in behaviour which constitutes intimidation, harassment, or which is offensive or abusive, or which otherwise contributes to an unsafe working environment.

Brownes Dairy employees work across various departments including (but not limited to) production, sales, marketing, finance, procurement, planning, and engineering. It offers a collaborative and a supportive work environment with opportunities for career growth within the business.

Brownes Dairy occasionally uses third-party labour providers to recruit employees, which are then selected and hired by Brownes.



## WORKFORCE BY COUNTRY OF ORIGIN



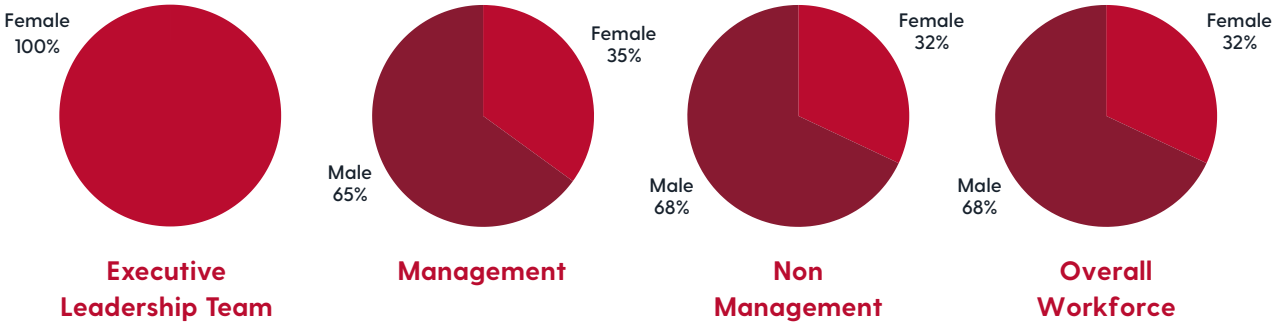
Brownes Dairy respects the Freedom of Association of its employees and their rights to be represented by trade unions or other bona fide representation. All Brownes employees are free to meet without management and we do not interfere with, manipulate, control, punish, threaten, intimidate, or harass workers for joining or engaging in trade unions.

Employees at all levels must avoid engaging, however knowingly, in business activities that could be complicit in human rights violations, including Modern Slavery Act 2028 (Cth) requirements.

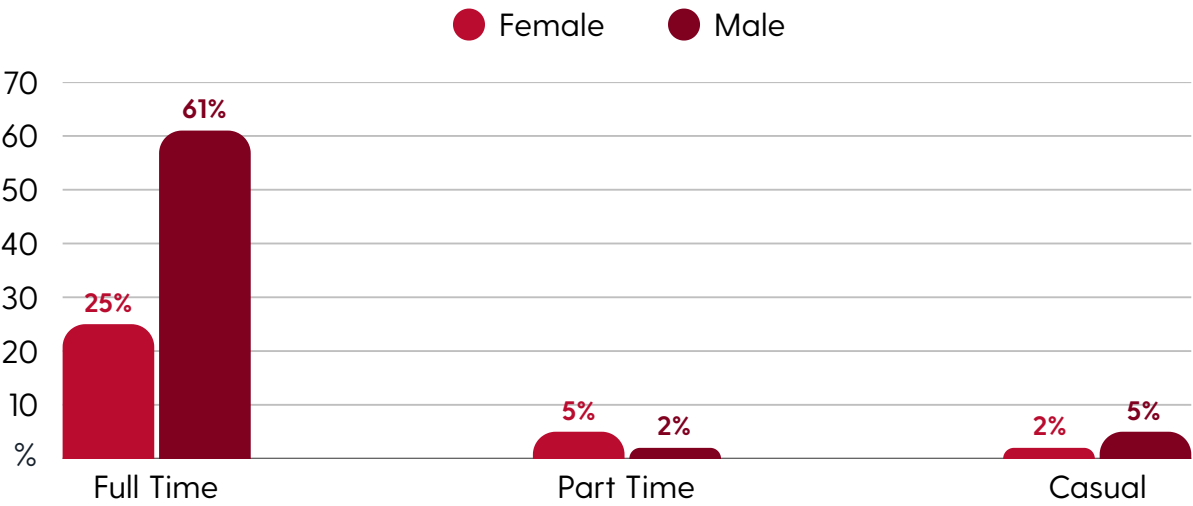


Brownes Dairy employees over **270** dedicated employees  
from **45** nationalities, with over **40%** being Australian nationals as of  
December 2024.

## GENDER REPRESENTATION



## EMPLOYMENT ARRANGEMENT







## Our Operations

---

Brownes Dairy is committed to always acting ethically and with integrity in all our business dealings and relationships. We commit to implementing and enforcing effective systems and controls against modern slavery within our business and supply chains. This is crucial in upholding human rights and promoting responsible business practices, as well as adhering to high food manufacturing standards that do not compromise people's health and safety.

Fresh milk is delivered to Brownes Dairy in 100,000L tankers several times a day from farms in the South-West of Western Australia. The milk is pumped from the milk tankers into chilled silos which store the milk at 4°C while it waits to be turned into our delicious products. It is then packaged by filling machines into final packaging. The finished goods are sent to a huge chiller where they are stored before they get delivered to customers and are enjoyed by consumers.

All Brownes Dairy employees, contractors and suppliers are made aware of the risks of modern human slavery in everyday operations and have access to Brownes Dairy's Anti-Slavery policy.

Suppliers and contractors are provided with Brownes Dairy's Supplier Ethical and Sustainable Sourcing Code of Conduct, and Self-Assessment Questionnaire that includes elements of Modern Human Slavery.

Brownes Dairy expects the same high standards from all our contractors, suppliers and other business partners. We do not, and will not, tolerate any acts or behaviours that involve any form of human slavery practices by suppliers, partners or other stakeholders. We intend to be fully compliant with all the relevant laws both in spirit and in practice.

Transparency in reporting enables other organisations to learn from our successes and challenges, providing valuable insights into effective strategies and areas for improvement. This collaborative approach fosters a culture of continuous improvement and innovation in addressing modern slavery.

As part of its Whistleblower Policy, Brownes Dairy has established a clear and structured grievances management process for reporting any non-compliance within its supply chain, thus ensuring transparency and accountability. Brownes Dairy funds an independent Whistleblower service provider to report public interest disclosure(s) about the Company.

We encourage all Brownes Dairy employees and suppliers to speak up when they see activity or behaviour that they feel is wrong or does not match our values. We encourage all our suppliers to make their employees aware of the Whistleblower Policy and how to access the hotline number. We are here to hear from all employees and suppliers where there are reasonable grounds to suspect misconduct or an offence or contravention under Commonwealth Law. For example: Modern Slavery, fraudulent conduct, illegal conduct, money laundering, bribery, corruption, dishonesty, discrimination, harassment and/or bullying of any kind, and any conduct which is detrimental to Brownes Dairy.





# Milk Supply

---

Brownes Dairy is committed to sourcing high quality milk from local suppliers. We recognise the key contribution of suppliers i.e. dairy farmers, in developing a successful fresh dairy business, thus ensuring long-term partnership and success. The relationship is based on mutual respect and dignity, to promote a safe, positive, and pleasant working environment for all.

Our milk supply agreements also ensure that the milk collected complies with relevant state and federal legislation and that the milk suppliers are aware of any terms and conditions related to the sale of milk to Brownes Dairy, as well as make them aware of our responsibilities to them as a purchaser of their milk.

Various auditing and compliance standards are stated in the farm manual provided to each supplier associated with us. Milk is only collected and transported from farms to manufacturing sites if the raw milk has met the relevant standards.

Brownes Dairy expects to host farmer morning tea events bi-annually at multiple locations to allow farmers to attend either, or both sessions. Suppliers are informed about business progress, market dynamics, sustainability expectations, or if there are any updates in the farm manuals etc. These sessions are attended by Directors, the Executive Leadership Team (ELT) and other representatives from Brownes Dairy.

All suppliers are subject to audits to ensure they meet the requirements outlined in the farm manual. Farm audits are conducted to cover areas including, but not limited to, food safety, people safety, environmental impact, animal welfare, and modern slavery.



## Brownes Dairy's manufacturing sites in Western Australia



## Our Supply Chain

Brownes Dairy is committed to upholding ethical business practices throughout its supply chain. We are guided by principles set out by the United Nations Sustainable Development Goals (SDGs), International Labour Organisation (ILO), and United Nations Guiding Principles on Business and Human Rights (UNGPs).

All suppliers must meet minimum standards that are established as part of Brownes Dairy policies. All suppliers are also expected to identify and assess all applicable Human Rights and labour standards, laws, and regulations in the jurisdictional areas they operate in and/or where they source materials and/or labour from.

Brownes Dairy recognises the importance of working in accordance with local, national, and international laws, including holding necessary permits. We expect all suppliers supplying goods or services to Brownes Dairy to adopt the same or equivalent work ethics and implement responsible sourcing practices within their own supply chains.

Suppliers must take proactive measures to identify, assess and mitigate risks related to modern slavery. If a supplier becomes aware of modern slavery practices, or a breach of contractual agreement, they must, as soon as reasonably practicable, inform Brownes Dairy and take all reasonable action to address or remove these practices. This includes, where relevant, addressing any practices of other entities in its supply chains.

Brownes Dairy often sources goods and services within Australia, but may also source from outside Australia at times, given the geographic location, nature of the country, or goods availability. Brownes Dairy has long standing relationships with large key ingredient and packaging suppliers, which remain in-place as with previous reporting periods. Brownes Dairy also continues to engage with small-scale suppliers as needed, thus working collaboratively with these partners offering guidance and identifying opportunities for continuous improvements in their supply chains.

During this reporting period, Brownes Dairy sourced goods and services from over 600 suppliers. 98% of the direct suppliers are based in Australia. Many of the large key suppliers make up 90% of the procurement spend at Brownes Dairy, constituting approximately 122 suppliers. These are deemed to have a low-country risk. (see section 'Risks in our supply chain').

## Contract Manufacturing

---

Brownes Dairy partners with some co-manufacturing operators. These relationships are confidential, and by entering into Brownes Dairy non-disclosure agreement and commercial contracts, these partners manufacture our branded products. Co-manufacturers are expected to comply with Brownes Dairy policies and procedures, while upholding high food manufacturing and food safety standards, rigorous quality testing, and adhering to principles of ethical business and human rights.

Brownes Dairy is aware that these partnerships could introduce specific risks related to modern slavery due to the lack of direct control and complexities of auditing and monitoring.

All external manufacturers must meet the same requirements as our goods and services suppliers and they must be willing to undertake third party audits to ensure compliance with all aspects of modern slavery and food safety, if required to do so.





# IDENTIFYING RISKS OF MODERN SLAVERY

---

Brownes Dairy refers to the eight types of exploitation, described in the the Modern Slavery Act 2018 (Cth) to identify risks of modern slavery within its operations and supply chain. They are:

- **Trafficking in persons**
- **Slavery**
- **Servitude**
- **Forced marriage**
- **Forced labour**
- **Debt bondage**
- **Deceptive recruiting for labour or services**
- **The worst forms of child labour**

## Risks in our Operations

---

Brownes Dairy operates in Western Australia under Australian workplace relation laws and guidelines. Being an Australian based company, it has been observed there is low prevalence of modern slavery. Nonetheless, we acknowledge the fact that Brownes Dairy engages with over 600 direct suppliers, which could potentially be a supply chain risk to the business due to extended supply chains, especially given that both the agricultural and dairy industry are deemed to be high-risk industries.

Brownes Dairy relies significantly on its raw milk suppliers from Western Australia. These suppliers are thus one of the most important partners to the business. Migrant and seasonal workers used on farms pose a significant risk to Brownes Dairy due to transient labour and arduous working conditions on the farm.

Brownes Dairy also uses third-party recruitment agencies, making it difficult to get direct oversight of hiring practices. As part of our contracting process, Brownes Dairy ensures that Labour Hire providers comply with and agree to Western Australian labour law and that they must ensure that no workers are subject to obligations that constitute a breach of the Modern Slavery Act 2018 (Cth), Fair Work Act 2009 (Cth), and associated Regulations.

In 2024, we undertook a four pillar SMETA audit at our Balcatta production facility. Only five minor observations were raised as part of this social compliance audit, and all were resolved during the reporting period.

## Risks in Our Supply Chain

---

Brownes Dairy continued its partnership with Unchained Solutions in 2024 to advance the current program and make an impact on modern slavery through compliance with the Modern Slavery Act 2018 (Cth). Each year, modern slavery industry risks are derived from multiple credible sources including the International Labour Organization (ILO) 2022, United Nations Standards Products and Services Code (UNSPC) 2022, and the Global Slavery Index 2023, to name a few.

The risk matrix used for this year's risk assessment was delineated by two axes to reflect the risks associated with the country of origin on one hand, and risks inherent to the product category on the other.

The various departments that accounted for spend during the stated reporting period remains the same as previous reporting periods i.e. procurement, milk supply, logistics, finance, human resources, engineering, IT, facilities, marketing and certain service providers within each department.

Overall assessment was done looking at a total of 90% supplier spend for the reporting period.

## Country of Origin Risks

---

Of the 90% spend, the majority of the suppliers were based in Australia. The key findings of the supply chain analysis for direct suppliers posed a low modern slavery country risk.



## Product Category Risks

---

With over 99% of our direct suppliers based in Australia, we identified that the risk of modern slavery in our supply chain sits beyond the first tier of suppliers and distributors.

To evaluate the risk beyond direct suppliers (indirect suppliers) we considered the Category Risk which is represented below.



According to the International Labour Organization (ILO), categories of manufacturing services, transportation, trade, hospitality, construction, and agriculture (including dairy farming and fresh milk as a commodity itself) are all graded in the high-risk spectrum. Brownes Dairy's largest spend cost is raw milk sourced from Western Australian farms. Of the above mentioned 54.10% high risk, fresh milk itself accounts for highest risk.

At this stage, Brownes Dairy has not identified any current circumstances of concern in being associated with dairy farmers, however it understands potential risks arising on farms, as previously mentioned under 'Risks in our Operations' section.

Goods purchased by Brownes Dairy may have an automatic high-risk flag associated with them due to the lack of local manufacturing, meaning raw materials sourced and manufacturing are possibly conducted in high-risk modern slavery geographies.

For Brownes Dairy, indirect suppliers in high-risk categories are ingredients and engineering suppliers, cleaning services, labour hire, and logistics.

Apart from identifying risks in our supply chain beyond sourcing of ingredients and packaging, Brownes Dairy envisions that the risks arising from sourcing engineering parts to our manufacturing facility is vast and remains not fully addressed.





# Brownes Dairy's Risk Assessment Activities in 2024

---

The introduction of the Modern Slavery Act 2018 (Cth) has created a seismic shift in how organisations assess, control, manage and report on the risk of modern slavery as it manifests in their operations and extended supply chains. The Act requires organisations to continually assess their modern slavery risks and improve their responses over time.

In 2024, Brownes Dairy assessed the risks of modern slavery among some of its key suppliers globally. This investigation was conducted through a Self-Assessment Questionnaire (SAQ) built upon four principles of effective human rights due diligence, as below.

- **Collaboration**
- **Capacity building**
- **Self-disclosure**
- **Resilience**

The SAQ was issued to a range of suppliers who supply goods and services to Brownes Dairy directly, ranging from packaging, ingredients, labour hire firms, marketing, engineering, logistics and certain service providers. Suppliers were requested to respond and submit supporting documentation. Certain suppliers preferred not to fill out the SAQ, but rather provided us with their latest sustainability reports, modern slavery statements or related documents covering aspects of the SAQ.

A scoring methodology was developed to assess each supplier based on quality of response and evidence provided. The total score reflects risk and compliance – higher scores indicate lower residual risk and stronger compliance, while lower scores may show limited action or capacity, especially for smaller suppliers. The scoring model effectively assesses supplier alignment with Modern Slavery Act 2018 (Cth) and their governance structures for identifying, managing, and reporting modern slavery risks within their operations and supply chains.



Looking at key findings from this year's assessment shows significant variance in presence of seasonal workers at the suppliers' end. While most suppliers have relevant policies in place, formal verification of these practices is weak for a majority of suppliers. In terms of due diligence activities, inconsistencies were observed, though awareness training was provided to internal employees for modern slavery risks in some cases.

While most suppliers claim to offer mechanisms for raising concerns, details regarding their accessibility, anonymity, and effectiveness are frequently missing.

Good recruitment practices were followed by all suppliers, thus posed a low overall Employee and Labour hire risk.



# ACTIONS TAKEN TO ADDRESS THE RISKS OF MODERN SLAVERY

---

Brownes Dairy holds a firm view on modern slavery and has implemented a range of actions to address and mitigate these risks within our operations:

- Conducted a detailed residual risk assessment of 20 key suppliers through issuing SAQ.
- Reviewed and developed an Ethical Sourcing Policy and a Human Rights Policy.
- Drafted a Risk Management Framework including SAQ guidance and implementation, risk appetite statement and an SAQ scoring mechanism.
- Conducted social compliance audit (SMETA) for the manufacturing site located in Balcatta, WA.
- Management of staff and contractor awareness training on modern slavery risks provided at induction. All existing employees receive refresher training on our existing and new policies and procedures each year.
- Continually auditing and monitoring dairy farms for modern slavery risks.
- Revision of supplier contracts and terms and conditions of trading to include clauses that prohibit modern slavery and require compliance with our standards is an ongoing process.
- Initiated the development of an Impact Measurement Framework to assess the effectiveness of action taken to address modern slavery.
- Brownes Dairy is an active participant of “Human Rights Risk Management in the Dairy Industry” working group, collaborating with the industry to identify, assess and prioritizing potential human rights risks within Australian dairy supply chains and drafting a methodology to address and prevent the same.

# Brownes Dairy's Improvement Roadmap 2025 and Beyond

---

**1** We look forward to implementing a Risk Management Framework that will govern Brownes Dairy's strategy to address the risks of modern slavery amongst our suppliers during tendering, onboarding and renewal of contracts for existing suppliers.

**2** Upweight the verification process for the one remaining coffee beans variant regarding the suppliers certifications and credentials with Fair Trade, Rainforest Alliance, and (or equivalent) other global standards on sustainable and ethical sourcing.

**3** Development of a supplier risk management system to improve data collection and enable Brownes Dairy to track supplier performance.

**4** Refresh our existing Supplier Responsible & Sustainable Sourcing Code of Conduct and reiterate minimum standards we expect from suppliers, and things we will focus on moving in to the future with respect to human rights.

**5** Supplier Training Programs - Educate suppliers about modern slavery risks and how to comply with ethical standards.

**6** In 2025, we are conducting a double materiality assessment, where modern slavery has been identified as one of the more significant ESG topics for Brownes Dairy.





## ASSESSING EFFECTIVENESS

---

At Brownes Dairy, assessing the effectiveness of our initiatives to combat modern slavery is crucial to ensuring continuous improvement and meaningful impact. We use several key metrics and processes to evaluate our efforts.

Over the reporting period, principles of modern slavery have been incorporated in various company documents including Brownes Business Code of Conduct - 'The Way we Work', policies and farm manuals. These documents are regularly reviewed. Any occurrence of non-compliance must be identified and reported through prescribed reporting channels.

Four key activities have been used to assess effectiveness of our actions as a continuous process, that remains true for this reporting period as well. We remain committed to ensuring these key assessment activities are reviewed and strengthened in a timely manner, allowing us to respond proactively to the latest information, stakeholder expectations, and changes in regulatory requirements.



## Supplier Compliance

- Monitoring compliance with our modern slavery policies through completion of the supplier questionnaire and requiring corrective action plans for any identified issues.
- Creating an open and engaging relationship with suppliers to gauge their understanding of modern slavery issues and their perception of Brownes Dairy efforts in this space.

## Training Program

- Recording and reporting on the number of Brownes Dairy employees that have completed the modern human slavery online training.
- Gathering feedback from participants to continuously enhance the training content and delivery.

## Reporting

- Reporting the quantity and quality of reports generated through our grievance mechanism and ensuring timely and effective resolution of any reported issues.

## Continuous learning

- Partnering with experts in human rights and modern slavery to gain insights and validate our approaches for continuous improvement.
- Participating in industry working groups to stay informed about latest challenges and solutions in combating modern slavery.

# CONCLUSION

---

Whilst this report highlights our progress over the past year, we acknowledge that ongoing effort is essential. We also recognise the need to further strengthen our governance framework and enhance the mechanisms we use to assess the effectiveness of our actions.

Brownes Dairy will continue to elevate our due diligence processes, educate our workforce and partners, engage with suppliers, and maintain transparency.

We invite all stakeholders to join us in our efforts to promote human rights and uphold ethical standards across all aspects of our business. These efforts are integral to our broader strategy of mitigating modern slavery risks and driving meaningful change throughout our supply chain.

# MODERN SLAVERY ACT 2018 (CTH)

## STATEMENT ANNEXURE

### Principal Governing Body Approval

This modern slavery statement was approved by the Brownes Dairy CEO & Executive Director, as the principal governing body of Brownes Dairy, on 26 June 2025.

### Signature of Responsible Member

This modern slavery statement is signed by a responsible member of Brownes Dairy as defined by the Act.



**NATALIE SARICH-DAYTON**

CEO & Managing Director  
Brownes Foods Operations Pty Ltd  
T/A Brownes Dairy

### Mandatory Criteria

Below table outlines the page number/s of our statement that addresses each of the mandatory criteria in section 16 of the Act.

S. No.	Mandatory criteria	Page number/s
1	Identify the reporting entity	4 to 8
2	Describe the reporting entity's structure, operations and supply chains.	9 to 19
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	20 to 25
4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	26, 27
5	Describe how the reporting entity assesses the effectiveness of these actions.	28, 29
6	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultations with the entity covered by the statement).	Do not own or control any other entities
7	Any other information that the reporting entity, or the entity giving the statement, consider relevant.	

