



Brownes[®]
dairy

Modern Slavery Statement 2025

Brownes Foods Operations Pty Ltd

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 people for the continuation of cultural, spiritual and educational practices.

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IMPORTANT INFORMATION

Brownes Foods Operations Pty Ltd (ABN 60 146 849 881), trading as Brownes Dairy (or collectively known as ‘Brownes’, ‘us’, ‘we’, ‘its’, or ‘our’) is pleased to present its sixth Modern Slavery Report prepared for calendar year 2025, made pursuant to Australian Modern Slavery Act 2018 (Cth). Brownes Dairy does not own or control any other entities so the process of “consultation for the entity owned or controlled” is not applicable.

This statement outlines the risks of modern slavery within everyday operations and the supply chain, along with the actions taken to mitigate those risks during the reporting period. It also sets out Brownes Dairy’s position on modern slavery and its plans for the 2026 fiscal year to further assess and investigate these risks across its operations and supply chain.

We aim for this statement to meet the requirements of Australian labor laws as well as international standards, while ensuring that efforts remain aligned across all industries in collectively addressing these issues. The CEO assumes ultimate responsibility, though encourages ownership and accountability across all employees and suppliers at Brownes Dairy.

This statement is approved by Board of Directors and CEO of Brownes Dairy on 23 June 2026 (See section, “Modern Slavery Act 2018 (Cth) Statement Annexure”).

To find out more about Brownes Dairy, visit brownesdairy.com.au or contact us via customerservice@brownesdairy.com.au.




ABOUT BROWNES DAIRY

Brownes Dairy has been an iconic 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 dairy operation in the late 19th century has flourished into a household name, known for its commitment to innovation and delicious award-winning dairy, underpinned by its strong connection to the community.

Celebrating 140 years this year, Brownes Dairy employs a workforce of over 300 West Australians and over 40 farming families, all of whom consider it a privilege to be custodians of this wonderful jewel in the crown of the WA food industry. 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.

For decades just a beloved household name in Western Australia, Brownes Dairy has now expanded its reach far beyond the state’s borders. Today, some of Brownes Dairy’s products are available across all of Australia. The company’s growth doesn’t stop there - Brownes Dairy has also made its mark in Southeast Asia, bringing the taste of Australian dairy excellence to international markets. With its reach now spanning continents, Brownes Dairy is not just a part of Australian life but is rapidly becoming a global name in dairy.



Natalie Sarich-Dayton

Brownes Dairy
CEO & Managing Director

Through it all, Brownes Dairy remains a symbol of Western Australian pride and innovation. For 140 years, Brownes Dairy has brought families together around breakfast tables, school lunchboxes, and dessert time, helping to create lifelong memories with every sip, scoop, and bite.

Brownes Dairy is more than just a dairy company. It is a testament to the power of local community coupled with an innovative spirit. As the dairy industry evolves and the future brings new challenges, one thing is certain - Brownes Dairy continues to be more than just a dairy producer - a symbol of tradition, part of the fabric of the community, and here for the generations.



BUSINESS STRUCTURE, OPERATIONS AND SUPPLY CHAIN

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* of dairy



Brownes Dairy Brands and Product Categories

Brownes Dairy is 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 its people.

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 distinct brands. We obtain the finest raw materials and are committed to following good manufacturing practices.



Business Structure

Brownes Dairy (ABN 60 146 849 881) 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.

The annual consolidated revenue for the reporting period, i.e., January 2025 to December 2025 was AUD \$273,284,718.

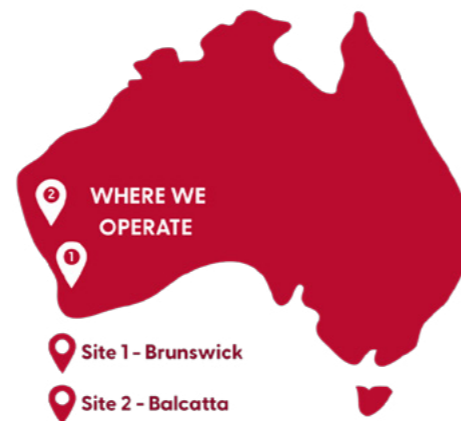
Brownes Dairy owns 2 operating sites in Western Australia.

Site 1: Brunswick, WA

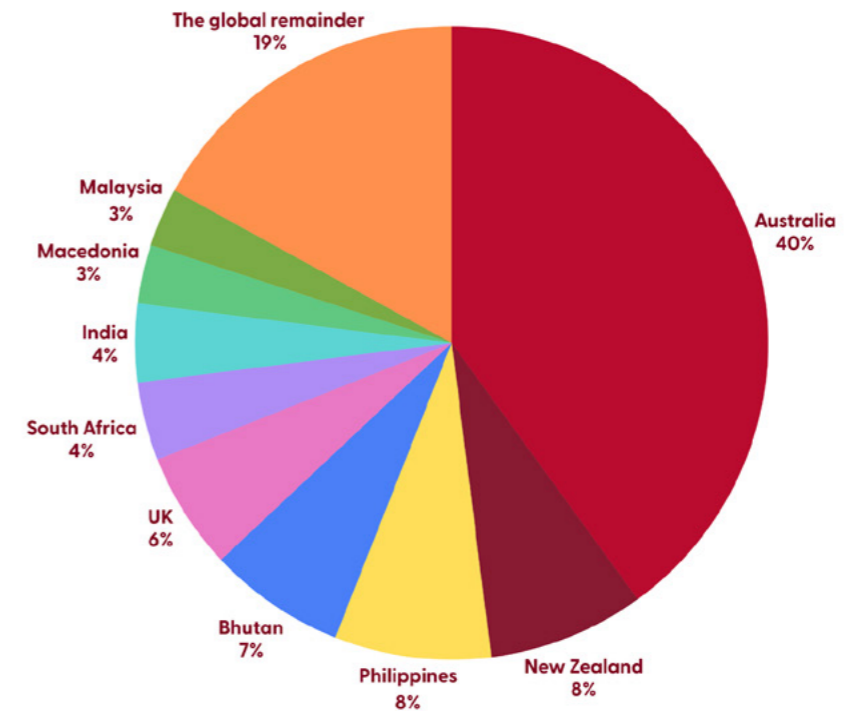
58 Ommaney Road, Brunswick Junction, 6224 WA

Site 2: Balcatta, WA

22 Geddes Street, Balcatta, 6021 WA



WORKFORCE BY COUNTRY OF ORIGIN



Brownes Dairy employs 317 dedicated employees from 43 nationalities, with over 40% being Australian nationals as of December 2025.

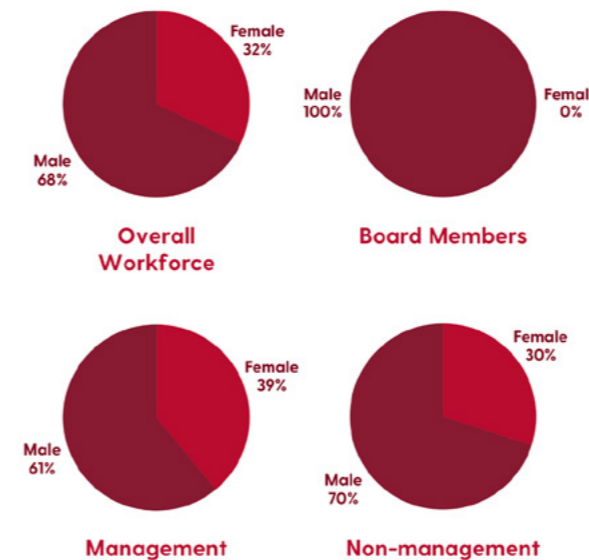
The People of Brownes Dairy

The reputation of Brownes Dairy is contingent upon all individuals demonstrating accountability for their actions and decisions, ensuring that these consistently align with the organization’s values and principles.

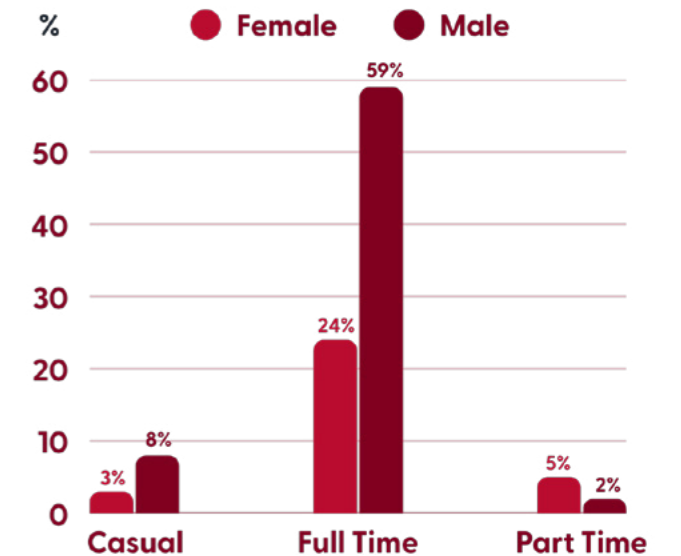
A diverse and inclusive workforce strengthens Brownes Dairy’s ability to innovate, adapt, and thrive in a changing environment. This commitment is also underpinned by the Brownes Business Code of Conduct – ‘The Way We Work’ – which reinforces its values of promoting an ethical, safe, and fair workplace, free from all forms of discrimination and harassment.

Brownes Dairy employees work across various work departments offering 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 Gender Representation



Employment Arrangement





Brownes Dairy Operations

Brownes Dairy is 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.

The primary ingredient for all our products, the raw white milk is sourced locally from dairy farms located in the South West region of Western Australia. It is pure, nutritious and from healthy free-range cows.

The collected raw milk from farms is transported in chilled milk tankers to Brownes Dairy's processing facilities located in Brunswick, WA and Balcatta, WA several times of the day. At Brownes, milk is kept chilled in silos at a minimum of 4 °C to maintain its quality and freshness at all times before it is turned into delicious products.

Site 1: Brunswick, WA

This site serves as a raw milk processing and holding facility and it is the primary site used for cheddar cheese production. Brownes Dairy cheddar cheese is made using old style cheddaring techniques, long and slow maturation process.

Site 2: Balcatta, WA

Majority of the Brownes Dairy products are processed and packed at this site. This includes Cream, Flavored Milk, Juice, White Milk, Desserts and Yoghurt.



Brownes Dairy Policies

All Brownes Dairy employees, contractors and suppliers that visit the premises are inducted on various aspects of the business, including compliance with its policies like Anti-slavery Policy, Bullying, Harassment and Discrimination Policy, Conflict of Interest and Whistleblower Policy.

They are also provided with Brownes Dairy's Supplier Ethical and Sustainable Sourcing Code of Conduct, and are to complete a Self-Assessment Questionnaire that includes elements of Modern Human Slavery as part of onboarding process. Each policy has established a clear and structured grievances management process for reporting any non-compliance within its supply chain, thus ensuring transparency and accountability.

Brownes do not, and will not, tolerate any acts or behaviours that involve any form of human slavery practices by suppliers, partners, or any other stakeholders. The company intends to be fully compliant with all the relevant laws both in spirit and in practice, nationally as well as internationally.

Transparency in reporting enables other organizations to learn from our success 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.

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.

Disclosures can be made through one of the three options available.

- By telephone: 1300 933 977
- Online report at: <https://brownesdairy.grapevineonline.com.au/>
- By mail to: PO Box 119, Carlton South, VIC, 3053

Reporting procedure stated in the policy must be followed to be protected as a whistleblower when making a disclosure.



We encourage all employees and suppliers to come forward where they have reasonable grounds to suspect misconduct, an offence, or a 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.



Brownes Dairy Farmers

Milk Supply

Milk supply at Brownes Dairy is governed by the Milk Supply Agreement and Farm Manual that is provided to every dairy farmer associated with the company. It sets out the key standards, minimum requirements, and services that guide our partnership. It covers everything from milk quality, payment procedures, and safety audits to animal welfare, environmental sustainability, and aspects related to modern slavery.

Brownes Dairy collects over 110 million litres of milk each year from over 40 dairy farms located South West of Western Australia.

Brownes Dairy acknowledges the vital role of its suppliers, particularly dairy farmers, in building a successful fresh dairy business and are committed to fostering long-term partnerships that support shared success in sourcing high quality milk locally.

These relationships are founded on mutual respect and dignity, promoting a safe, positive, and supportive working environment for all parties.

Our milk supply agreements ensure that all milk collected complies with applicable state and federal legislation. They further ensure that suppliers are fully informed of the terms and conditions governing the sale of milk to Brownes Dairy, while also clearly articulating our obligations to them in our capacity as the purchaser.

Farm manuals are kept up to date and revised each year to incorporate changing landscape of dairy industry.

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.



Auditing and Compliance

Brownes Dairy does not tolerate behaviour which constitutes intimidation, harassment, or which is offensive or abusive, or which otherwise contributes to an unsafe working environment.

In turn Brownes policies prohibit its employees, including dairy farmers from engaging in behaviour which constitutes intimidation, harassment, or which is offensive or abusive, or which otherwise contributes to an unsafe working environment.

Farms are subject to audit for compliance with the requirements set in the farm manual on a biannual basis, as a minimum. This includes aspects related to food safety, the safety of people, environmental impact, animal welfare, and modern slavery.

A total of 13 farms were audited during the reporting period. These farms were selected on a random basis and audits were announced. No instances of non-conformance relating to modern slavery were identified during these audits.



Brownes Dairy Supply Chain

Brownes Dairy conducts its operations in accordance with the principles articulated in the United Nations Sustainable Development Goals, the International Labour Organisation standards, and the United Nations Guiding Principles on Business and Human Rights, which together underpins its approach to sustainability, labour practices, and human rights due diligence.

We are also aware of company’s potential exposure to modern slavery through business partners operating in higher risk regions. Thus, Brownes Dairy has put a Supplier Code of Conduct in place, wherein all suppliers must meet minimum standards set therein. They must adopt the same or equivalent work ethics and implement responsible sourcing practices within their own supply chains.



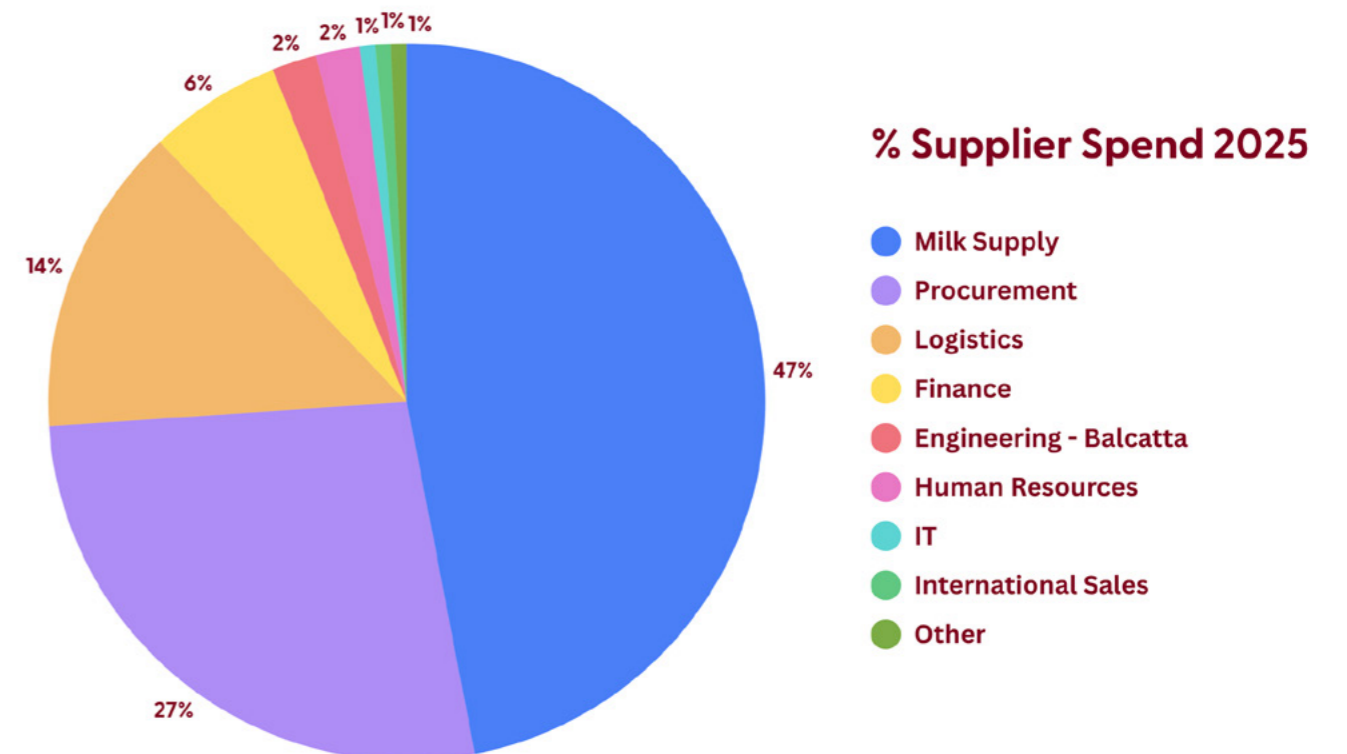
Brownes Dairy recognises the efforts taken by suppliers to identify and assess all applicable Human Rights and labour standards, laws, and regulations in the jurisdictional areas they operate in and/or where they source materials and/or labour from. They must continue to abide by always.

In 2025, Brownes Dairy engaged itself with over 650 suppliers within Australia and a few based internationally.

94% of the total suppliers Brownes Dairy directly engaged with during the reporting period, were based in Australia, equating to approximately 99% supplier spend (in Australian dollars).

However, for reporting purposes, only 90% of supplier spend is accounted for, as remaining supplier spend is insignificant and thus, categorized as ‘Other’. It comprises 120 suppliers across various departments like Milk Supply, Procurement, Logistics, Finance, Engineering-Balcatta, Human Resources, IT, International Sales and Other.

Of 90% supplier spend, 99% of the direct suppliers are based in Australia. These are deemed to have a low-country risk. (see section ‘Risks in our supply chain’)



Please note - Above pie chart accounts for 90% supplier spend only for calendar year 2025.



IDENTIFYING RISKS OF MODERN SLAVERY IN OPERATIONS AND SUPPLY CHAIN

Brownes Dairy condemns modern slavery in all its forms and commits to actively preventing, mitigating, and eliminating any potential association with such practices, aligning with the principles set forth in the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Modern Slavery is a legislative term as per Modern Slavery Act 2018 (Cth) comprising of number of violations grouped under below.

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

Few key indicators to look out for are low/no pay, extended working hours, recruitment fees, unexplained fines, unsafe workplace, threats, violence, loss of identity or no contracts in place.



Operational Risks

Brownes Dairy understands that the risk of modern slavery cannot be entirely eradicated, given the dynamic nature of global business environments. Nevertheless, it is dedicated to ongoing due diligence and continuous improvement to identify and address any emerging threats related to modern slavery.

Brownes Dairy's operational risks continue to remain same as in the previous reporting period. Though we understand there are potentially new areas of risk that need attention and continuous monitoring.

- Operating in Western Australia and under Australian laws, it is assumed to have a low prevalence of modern slavery
- Our biggest risk lies with sourcing of our primary key ingredient, which is raw white milk from our farms located in South West of WA
- Migrant workers on farms
- Third party labour hire employees
- Contractual work like cleaning, landscaping, and laundry related services

Brownes Dairy also 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.



Supply Chain Risks

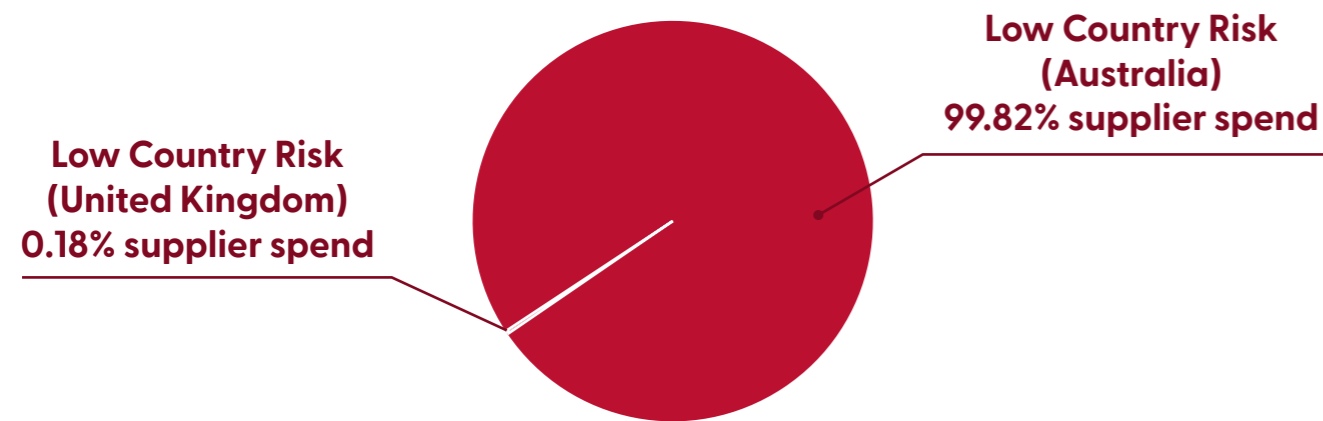
Each year, modern slavery industry risks are derived from multiple credible sources including the International Labour Organization (ILO) 2022, United Nations Standards Products and Services Code (UNSPC) 2022, and the Global Slavery Index 2023, to name a few. Sectors such as manufacturing, transportation, trade, hospitality, construction, and agriculture—including dairy farming of fresh milk is classified under higher-risk category by ILO.

Methodology for current reporting period remains same as last i.e., the 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.

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

Country of Origin Risks

Of the 90% supplier spend, most 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.

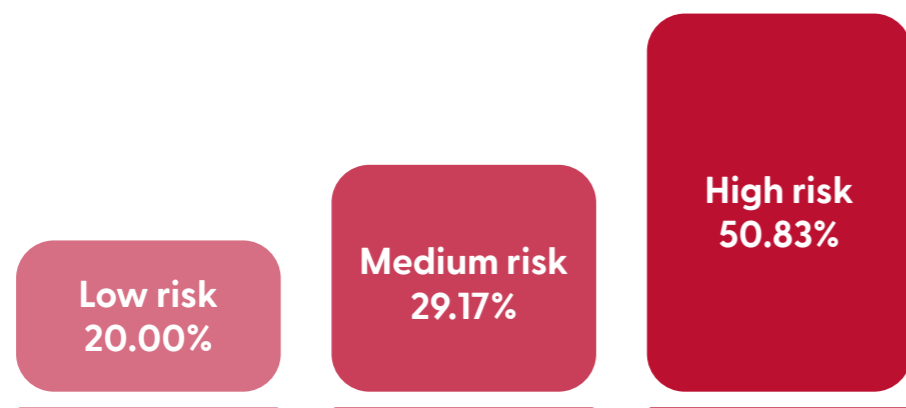


Brownes Dairy further recognises the importance of monitoring indirect country-of-origin risks and will continue to uphold this as an ongoing action for upcoming reporting periods.

Product Category Risks

With over 99% of Brownes Dairy 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.



We acknowledge the fact that Brownes Dairy engages with over 650 direct suppliers, which could potentially be a risk to the business due to extended supply chains, especially given that both the agricultural and dairy industries are deemed to be high-risk industries.

Of the above mentioned 50.83% high risk, fresh raw milk itself accounts for highest risk. Other high-risk supplier categories are engineering, cleaning services, labour hire, and few packaging and ingredients suppliers.

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.



RISK ASSESSMENT, DUE DILIGENCE AND ACTIONS TAKEN TO ADDRESS THE RISKS OF MODERN SLAVERY

Unchained Solutions Pty Limited was engaged by Brownes Foods Operations Pty Ltd to assist them in their implementation of the Act through an investigation into the risk of modern slavery among their key food production, packaging and labour hire suppliers based globally.

A Risk Management Framework has been drafted explaining the risk management process for existing and new suppliers. Brownes Dairy plans to integrate the modern slavery risk assessment process into its broader supplier business risk management framework in the future. It should be noted, however, that this remains an ongoing initiative, and we intend to continue acting in this area on a year-to-year basis.

During the reporting period, an investigation was conducted through the issuing of a Self-Assessment Questionnaire (SAQ) sent to a few selected suppliers (based on risk level and extent of spend) who were asked to respond to 22 questions with the expectation of detailed responses and the submission of documentation to support the claims made. This was a continued action from previous reporting period.

The risk assessment process has been classified in four stages.



The SAQ score for a supplier is calculated using individual question scores, with each section weighted according to the number and importance of the questions. 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 the Modern Slavery Act 2018 (Cth) and their governance structures for identifying, managing, and reporting modern slavery risks within their operations and supply chains.

With respect to the suppliers selected for risk assessment during the reporting period, the following few observations may be noted.

<p>Good labour practices were followed by all selected suppliers</p>	<p>Good grievance and remediations practices followed, unsure if reporting lines were made available</p>	<p>Auditing and certifications practice remains weak with most suppliers</p>	<p>Few suppliers offered awareness training for modern slavery</p>
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Brownes Dairy continues to be 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 continues to audit dairy farms on a regular basis. Further details as previously mentioned under the “**Milk Supply - Auditing and Compliance**” section.



ASSESSING EFFECTIVENESS

At Brownes Dairy, the evaluation of initiatives aimed at addressing modern slavery is integral to ensuring ongoing improvement and delivering meaningful outcomes, though inherently complex.

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 changing regulatory requirements.

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



1. Recording and reporting on the number of Brownes Dairy employees that have completed the modern human slavery online training.

It is mandatory for all employees of Brownes Dairy to maintain current site induction training, with refresher training to be completed on an annual basis.

2. Keeping a check on employee complaints, grievances, and whistleblower reports to identify potential signs of modern slavery.

Brownes Dairy monitors for complaints and no such incidents were recorded, or complaints were received for the reporting period.

3. Monitoring compliance with our procurement and modern slavery policies through completion of the Supplier Assessment Questionnaire (SAQ) and requiring corrective action plans for any identified issues.

Every new supplier as well as existing supplier (SAQ refreshed every 3 years) needs to complete an onboarding SAQ which covers aspects related to modern slavery.

4. Auditing our dairy farmers to ensure compliance with the Brownes Dairy farm manual as well as all applicable policies.

No modern slavery related non-compliances were recorded during farm audits that took place during the reporting period.

5. Participating in industry working groups to stay informed about the latest challenges and solutions in combating modern slavery.

Brownes Dairy tries to align its own goals with industry wide goals where possible to do so.

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 Brownes Dairy's broader strategy of mitigating modern slavery risks and driving meaningful change throughout its supply chain.



FUTURE ACTIONS

1. Refresh existing Supplier Responsible & Sustainable Sourcing Code of Conduct and roll out updated Ethical Sourcing Policy as well as Human Rights Policy.
2. Continuing the build of the Enterprise Resource Planning (ERP) supply management system with embedded ethical sourcing requirements.
3. Planning for alignment between existing contracts and new supplier onboarding.
4. Certification enforcement – Encourage suppliers to participate in recognised third-party certification schemes (for e.g., SMETA, ETI) to ensure compliance with the Modern Slavery Act 2018 (Cth).
5. Roll out refreshed modern slavery training for all Brownes employees and for suppliers, when needed.
6. Looking forward to incorporating the modern slavery risk assessment framework to overall business risk management framework including quality, safety, and environmental impact.



MODERN SLAVERY ACT 2018 (CTH) STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the Brownes Dairy CEO & Managing Director, as the principal governing body of Brownes Dairy, on 23 June 2026.

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

Brownes Dairy
CEO & Managing Director

MANDATORY CRITERIA

The table below 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 11
2.	Describe the reporting entity's structure, operations and supply chains.	13 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.	21 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 to 27
5.	Describe how the reporting entity assesses the effectiveness of these actions.	28 to 30
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	N/A

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