

2024 Disclosure Statement

Australian Modern Slavery Act 2018

Overview

Beam Suntory Australia Pty Ltd. ("Beam Suntory Australia") is issuing the following statement pursuant to the **Australian Modern Slavery Act 2018**. This statement sets forth the steps that Suntory Global Spirits has taken and is continuing to take to ensure that human rights abuses and modern slavery are not taking place within our operations or our supply chains.

An external evaluation of our supply chain identified the following potential risk areas: Forced Labor, Working Hours, Fair Wages & Welfare, Discrimination, Harassment, Freedom of Association and Right to Collective Bargaining, Access to Remedy and Health & Safety. We remain committed to working collectively across our value chain to mitigate these risks and address any issues of modern slavery, ethically, legally and with integrity. Accordingly, Suntory Global Spirits has established robust policies, processes, and procedures to promote respect for human rights and to prevent modern slavery practices.

Suntory Global Spirits and its employees respect human rights, workplace safety and protection of the environment in every community where Suntory Global Spirits operates. Suntory Global Spirits requires the same of our suppliers, partners, and contractors. Suntory Global Spirits does not allow the use of forced, bonded or involuntary prison labor.

Our Business

Suntory Global Spirits, Inc, previously Beam Suntory, Inc, is the parent company of Beam Suntory Australia. Suntory Global Spirits is a world leader in premium spirits. We are proud of the distinct place we have carved out over centuries, rooted in our authentic heritage, craftsmanship, quality and reverence for the wonders of nature. Our ambition is to become the World's Most Admired Premium Spirits Company, and we focus on elevating what makes us distinct as a premium spirits business. A global company with approximately 6,000 employees in nearly 30 countries, with headquarters in New York City, Suntory Global Spirits is a subsidiary of Suntory Holdings Limited of Japan.

Our purpose is to inspire the brilliance of life, by creating rich experiences for people, in harmony with nature. Known for our craftsmanship of: premium whiskies, including Jim Beam and Maker's Mark; Japanese whiskies, including Yamazaki, Hakushu, Hibiki and Toki; and leading Scotch brands including Laphroaig and Bowmore; we also produce leading brands such as Tres Generaciones and El Tesoro tequila, Roku and Sipsmith gin; we are a world leader in ready-to-drink cocktails, with brands like -196 (minus one-nine-six) and On The Rocks premium cocktails; and a range of popular non-alcoholic drinks brands.

Beam Suntory Australia has a commercial office in Australia but does not own any manufacturing or logistics operations in Australia. Beam Suntory Australia in 2024 works with a contract-manufacturer (Coca-Cola European Partners) to process and bottle brands including Canadian Club, Jim Beam, Midori, & -196 at the sites marked on the following map.



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Suntory Global Spirits relies on our suppliers and partners to produce and distribute our finished products globally. We procure direct materials, agricultural commodities, distribution, logistics and various services to support our operations globally. Our anti-modern-slavery efforts require collaboration, engagement, and compliance from our global partners.

Beam Suntory Australia procures ingredients, containers, labels, closures, and cases as well as contacted services related to marketing, co-manufacturing, transportation, and logistics. Beam Suntory Australia sources materials from various regions around the world, including Spain (Segovia), the United Kingdom, USA (Frankfort, Clermont and Loretto), Japan and Canada.

Relevant Policies

Suntory Global Spirits has policies, procedures, and controls in place to prevent and reduce the risk of modern slavery practices and to promote respect for human rights. These apply to Beam Suntory Australia. The primary policies include:

- [Suntory Global Spirits Global Citizenship Policy](#)
- [Suntory Global Spirits Code of Conduct and Ethics](#)
- [Suntory Global Spirits Supplier Code of Conduct and Ethics](#)

The Global Citizenship Policy provides guidelines to ensure that Suntory Global Spirits and its employees respect human rights, workplace safety and protection of the environment in every community where Suntory Global Spirits is located and expects the same of Suntory Global Spirits suppliers and contractors. Global Citizenship Policy elements include:

- Working Conditions / Health & Safety
- Child Labor
- Forced Labor
- Discrimination
- Working Hours
- Wages & Benefits
- Environmental
- Management Systems
- Contractors & Suppliers

We strive to hold our employees and suppliers to the highest standards. Any violation of our standards by an employee can result in disciplinary action, including termination of employment. Any violation by a supplier or member of our extended workforce can result in contract or engagement termination.

Contracts with suppliers include language requiring compliance with our Supplier Code of Conduct and Global Citizenship Policy, which prohibits the use of any form of slavery. Suntory Global Spirits' suppliers and contractors are contractually obligated to comply with the Suntory Global Spirits policies and all applicable laws, including laws related to modern slavery and human trafficking.

Training

Beam Suntory Australia's employees who have direct responsibility for supply chain management receive training in all aspects of supply chain risk mitigation, which is intended to identify, among other things, circumstances that suggest a high risk of noncompliance with Suntory Global Spirits' policies and applicable laws. Any concerns relating to potential noncompliance to our policies are investigated promptly. Suppliers that fail to meet Suntory Global Spirits' expectations will be terminated. In addition, employees who violate the policies are subject to discipline up to and include termination.

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Internal Governance

The Suntory Global Spirits Global Citizenship Committee provides Global Citizenship Policy oversight and governance. Members of the Suntory Global Spirits Global Citizenship Committee include representatives from sustainability, legal, compliance, human resources, supply chain and communications. This Committee meets on a routine basis throughout the year to review status of open action items and recommend additional actions (as needed) to ensure conformance to the Global Citizenship Policy.

In 2024, Suntory Global Spirits appointed a Director of Human Rights to implement a company-wide program, which will be established formally in 2025.

The Suntory Global Spirits Global Citizenship Committee reports periodically to the Suntory Global Spirits Executive Leadership Team.

Risk Assessment

Beam Suntory Australia periodically assesses human rights and modern slavery risk in our business and supply chain. Our assessments identify higher risk areas of our business based on external guidance and standards, country and sector risk profiles, previous assessments, supplier questionnaires, and input from experts in this area. In addition, to assess supplier-specific risk, we consider industry, work type, geography, and supplier performance against our Supplier Code of Conduct, among other factors.

We incorporate supplier risk evaluations into our Request for Proposal process and supplier selection methodology. Suntory Global Spirits is proactively vetting suppliers prior to awarding business to ensure we are partnering with suppliers who are aligned to our values and priorities. As members of Supplier Ethical Data Exchange (SEDEX), upon award of business, we require all direct spend suppliers to become members of Supplier Ethical Data Exchange (SEDEX), as well as comply with third-party on-site auditing, via Sustainable Agriculture Initiative (SAI) and Bureau Veritas, or other third-party organizations at our discretion.

During 2024, we began preparing for several regulations that will impact our obligations related to the promotion of respect for human rights and the prevention of modern slavery practices, including, conducting a Double Materiality Assessment in alignment with European Sustainability Reporting Standards (ESRS), Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), and the Human Rights Due Diligence (HRDD) regulation. In addition to this work, we also partnered with an external consultancy to complete an enterprise level human-rights due-diligence assessment. The outcome highlighted our strong foundation, corporate policies, supplier engagement and commitment to human rights, as well as identifying areas we are now working to enhance.

Reporting and Assessing Effectiveness

Beam Suntory Australia considers several key performance indicators in the assessment of the effectiveness of actions taken to mitigate modern slavery and human trafficking risks, including percentage of suppliers that are SEDEX members along with the number and type of risk findings and status of corrective action plans.

In 2024, Suntory Global Spirits achieved our goal of managing 70% of our direct spend through SEDEX, with a goal to increase to 75% in 2025. We also partnered with our suppliers to identify and create action plans for all business critical and non-critical corrective actions that needed to be addressed to mitigate existing risks.

As part of our commitment to tackling modern slavery and human trafficking, we will continue to identify ways to improve upon our existing policies, procedures, ways of working and in promoting awareness with our employees and our suppliers. We will continue to expect that our suppliers and our partners share our commitment to tackling modern slavery and human rights issues.

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Suntory Global Spirits maintains appropriate evidence of supplier and contractor compliance to our requirements and policies as subject to local rules. This evidence may include certification forms, written questionnaires, audit reports, or other appropriate documentation.

Beam Suntory Australia does not own or control any other entities and therefore Mandatory Reporting Criteria Six is not applicable.

Reporting Concerns


We offer multiple reporting options to our employees and members of our extended workforce, including a helpline that gives an option to report concerns anonymously, including on modern slavery. Concerns can be reported by dialing 1-800-430952 from Australia, 17 additional phone numbers based on country locations or emailing: global.compliance@beamsuntory.com. We promote these reporting channels through our - policies, communications, and trainings. We also have a policy prohibiting retaliation for raising concerns.

If a modern slavery concern is raised through the helpline or other reporting channels the appropriate stakeholders are notified to investigate and address the issue. If a reported concern is substantiated, the corrective response may involve working with the supplier to ensure that the issue is addressed or, if that is not possible, terminating the supplier.

Our Continued Commitment

Beam Suntory Australia will continue to assess the potential risks in our supply chain and increase the awareness across key stakeholders in our business to ensure that our policies, processes, and procedures are understood and being implemented. Suntory Global Spirits will monitor and report our progress annually.

This disclosure statement was approved by the Board of Directors of Beam Suntory Australia on 30th June 2025 as Beam Suntory Australia during fiscal year 2024.

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Mark Hill
General Manager
Beam Suntory Australia