

2025 Disclosure Statement

Australian Modern Slavery Act 2018

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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. Until 30 June 2025, Beam Suntory Australia worked with a contract manufacturer, Coca-Cola European Partners, to process and bottle brands including Canadian Club, Jim Beam, Midori and -196 at the sites shown on the map below.



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With effect from 1 July 2025, Beam Suntory Australia entered a manufacturing and distribution arrangement with Suntory Beverage & Food Australia Pty Ltd (“SBF”), an affiliated company within the Suntory group of companies. Under this arrangement, SBF processes and bottles certain ready-to-drink (“RTD”) brands, including Canadian Club, Jim Beam and -196, at its Swanbank site located at Lot 8, 191 Swanbank Coal Road, Swanbank, QLD 4306.

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 contracted 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 Business Conduct](#)
- [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 including termination.

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Internal Governance

The Suntory Global Spirits Global Citizenship Committee, led by the Director of Human Rights, 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.

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.

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.

2025 marked a year of progress for Human Rights at Suntory Global Spirits. Building on our external due diligence assessment, we advanced a more integrated and enterprise-wide human rights management system, beyond a direct sourcing supplier- Sedex model to a cross-functional management system. Key actions included strengthening governance, policies and contractual language, and increasing cross-functional collaboration.

By year end, 79.5% of direct supplier spend was managed through Sedex, exceeding our 75% target and covering 98 suppliers and 199 supplier sites.

Oversight across our operations remained strong. All 17 active manufacturing sites completed Sedex questionnaires with a completion rate of 100% with and all management control scores above the company threshold.

These actions enable our ability to meet evolving regulatory and stakeholder expectations while reinforcing our commitment to respecting human rights across our operations and value chain.

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. Beam Suntory Australia will monitor and report our progress annually.

This disclosure statement was approved by the Board of Directors of Beam Suntory Australia on 30th June 2026 as Beam Suntory Australia during fiscal year 2025.

Signed by:

Francesca Muir

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Francesca Muir
Director
Beam Suntory Australia