



Chobani[®]

Modern Slavery Statement 2022



Reporting entity

Chobani Pty Ltd (ABN 53 096 731 467) is the reporting entity for the purposes of the *Modern Slavery Act 2018 (Cth)* ('the Act'). Chobani Pty Ltd's registered office is located at 18-20 Quality Drive, Dandenong South, VIC, 3175.

This Statement relates to operations of Chobani Pty Ltd only, not its parent company Chobani Global Holdings, LLC (or any other entities comprised in the broader Chobani Global Holdings, LLC group outside of Australia), which was formed and is headquartered in the United States of America (USA). As such, references to 'Chobani' denote the Australian business entity (Chobani Pty Ltd) and no other Chobani entity.

This Statement covers the reporting period 1 January 2022 to 31 December 2022 pursuant to the Act.

To find out more about our company, visit www.chobani.com.au

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Business can be a force for good. That's always been what Hamdi Ulukaya, our founder and global CEO, has believed in. That a company can strengthen communities. That it can change people's lives for the better. It's what first inspired Hamdi to take out a loan in 2005, buy an old yogurt plant in upstate New York and bring together a small group of passionate people to make the authentic, wholesome yogurt he remembered from his childhood.

You might know us for our yogurt and oat milk. But that's only a part of our story. We're unlike any other food and drink company. We're in the business of making a difference and showing just how much good can come from having delicious and nutritious food and drink in all our lives.

Our purpose to *make a difference using food as a force for good* is at the forefront of everything we do and has been embedded across our entire business. With everything we do, we remember why Hamdi started this business – to make a difference in the lives of our people and the communities in which we live and operate.

Now in our second decade of business, we have increased our focus on Environment, Sustainability and Governance (ESG), with a dedicated ESG team born out of our renewed corporate strategy. Underpinned by our purpose, our strategy strives to achieve the best outcome for all our stakeholders.

Chobani recognises that tackling modern slavery and safeguarding human rights requires an ongoing commitment to identify, mitigate and manage potential risks in both our own operations and our broader supply chain. Each year we learn more about the complexities of modern slavery. Since we published our first Modern Slavery Statement in 2021, our knowledge has grown and we have adapted our approach as we aim to increase transparency of our operations and supply chain for our stakeholders.

Important progress was made during the reporting period, particularly in achieving a much more in-depth understanding of our overall modern slavery risk profile. In other areas, we do acknowledge that we fell short of accomplishing what was originally planned. We recognise that a genuinely effective modern slavery response is a long-term commitment and that requires ongoing and determined process evolution. We are proud to make that commitment as a company that is determined to be a force for good.



Lyn Radford
Managing Director
Chobani Pty Ltd



Chobani's structure, operations and supply chain

Chobani's structure

Chobani is a subsidiary of Chobani Global Holdings, LLC, a limited liability company formed in Delaware in the USA, with its headquarters in New Berlin, New York. Chobani Global Holdings, LLC is part of the food and drink manufacturing industry, producing and selling yogurt, oat milk, dairy and plant-based creamers, ready-to-drink cold-pressed coffee and plant-based probiotic drinks. Chobani Global Holdings, LLC products are available nationwide in the USA, as well as in Mexico, Canada and in countries across Latin America.

Hamdi Ulukaya established Chobani, a privately held company, in Australia in 2011 through the acquisition of Victorian dairy company Bead Foods. In November 2011 the first pot of Chobani yogurt, which was flown in from the USA, was sold in Australia, before local production commenced in our Dandenong South (Victoria) factory in August 2012.

Chobani's operations

Chobani's core business is producing and selling food and drink products, primarily yogurt, under the Chobani and Gippsland Dairy brands, as well as non-dairy products, such as oat milk, under the Chobani brand. Our mission has always been about making better food for more people, and we do this by making delicious, nutritious, natural products, and ensuring they are accessible to everyone - different consumers, in different markets, through different channels.

Chobani's products are sold in major retailers across Australia, including Woolworths, Coles and Aldi, as well as independent retailers and foodservice channels. We currently export some of our products to New Zealand, China, Singapore, Hong Kong, Thailand, Malaysia, Indonesia and the Maldives.

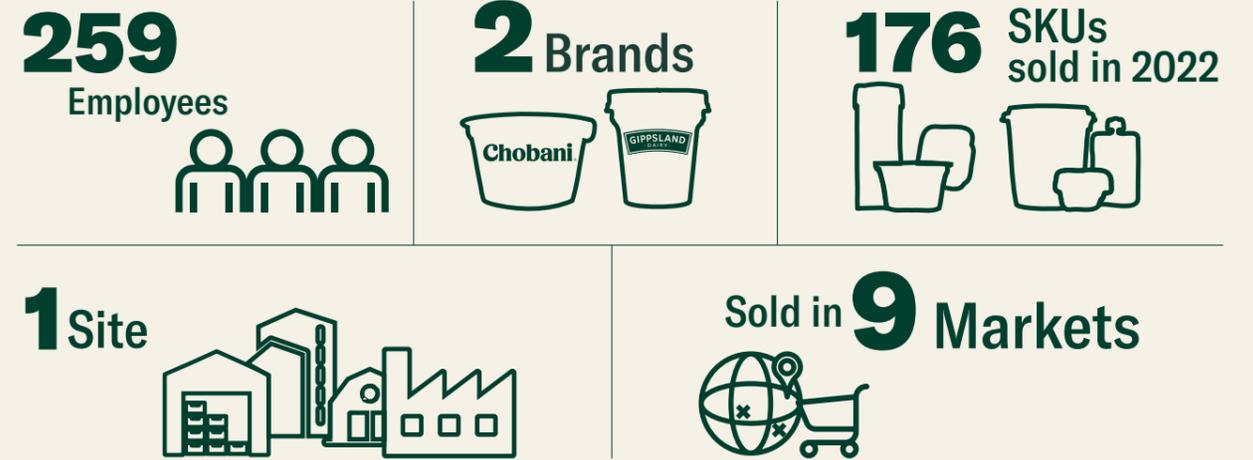
The thriving manufacturing hub of Dandenong South has been our home since day one. In 2022 we reaffirmed our commitment to the local area and community by opening our brand-new distribution facility and office adjacent to our existing production site. The expanded site has enabled us to consolidate our production and logistics operations and offices from four sites into one. This project represents the most significant change to our operations in recent years. Chobani also has relationships with co-manufacturers for some products, all of whom are located in Australia.

Unified by our purpose of *making a difference using food as a force for good*, our team is made up of experts in manufacturing, logistics, operations, project management, research and development, quality and food safety, ESG, sales and marketing, as well as corporate support functions of legal, strategy, IT and communications.

At Chobani we pride ourselves on adhering to the highest applicable legal and ethical standards. Our business is conducted in compliance with all applicable laws and unwavering integrity of each employee is vitally important. All employees are engaged pursuant to clear and comprehensive contracts in line with National Employment Standards under the *Fair Work Act 2009 (Cth)* and/or industry awards and requirements. We recognise that a 24/7 production schedule presents potential risks to employee welfare and wellbeing, so have in place appropriate shift structures and pay schedules to mitigate these risks.

As at 31 December 2022, Chobani had 259 employees, all of whom were employed in Australia. Of these employees, 11 are permanent part-time. Contract workers are also hired through third-party labour agents as additional resources to manage significant demand spikes. We acknowledge that, even in Australia, the use of third-party recruitment agencies is a recognised area of potentially elevated modern slavery risk, particularly in relation to relatively low-skilled roles. Chobani is reasonably satisfied that, to the extent we make limited use of reputable third-party recruitment agents from time to time, these agents are required to adhere to all legal requirements and there is not a significantly increased risk of any kind of actual worker exploitation or increased vulnerability.

Chobani supports Freedom of Association, with 126 of our employees covered by an Enterprise Agreement with one major union, however, employees are free to associate with any union of their choosing. As at 31 December 2022, 57 of our employees were union members.



All figures above relate to Chobani Pty Ltd only, not Chobani Global Holdings, LLC.



Chobani's supply chain

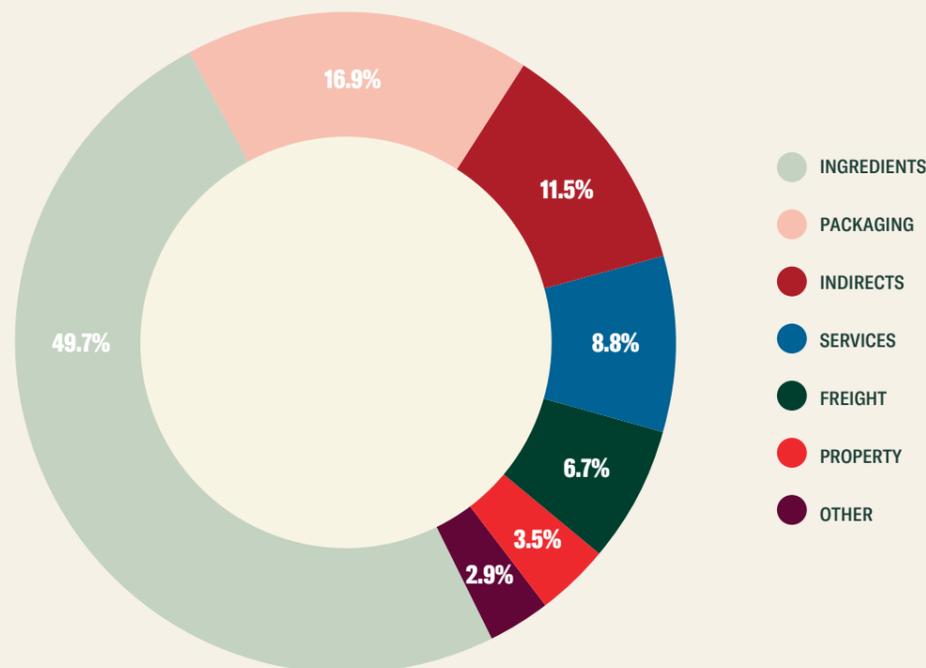
Chobani's Procurement team is tasked with establishing and managing supply chains that provide the raw materials and services needed to bring our yogurt and oat milk ranges to market. The team is structured to focus on four key categories - ingredients, packaging, indirect materials and services, and new product development. They work directly with suppliers to ensure reliable supply of goods and services and are responsible for managing supplier relationships end-to-end. In 2022 the team managed a supplier base of 660 suppliers across 15 countries.

As the majority of Chobani's product range is short shelf life, it is important that our supply chains, particularly those related to ingredients, are as close to home as possible. Chobani focuses on supporting Australian businesses and establishing collaborative long-term relationships with local suppliers. In 2022, 97.9 per cent of our procurement spend was with suppliers based in Australia. This was up from 96.6 per cent in 2021, with the increase largely attributable to the localisation of oat milk production and packing. Outside of Australia, the next largest supplier origin was France (1.11 per cent), followed by the USA (0.21 per cent) and Italy (0.19 per cent). These three countries all have a lower prevalence of modern slavery according to The Global Slavery Index 2023.

While the majority of Chobani's supplier base is in Australia, we are aware that, in some cases, raw materials and ingredients are produced in manufacturing facilities outside of Australia and that these suppliers source the constituent components for our products from other countries. Our approach to managing the modern slavery risk of these extended supply chains is detailed as part of our Supplier Ethical Data Exchange (Sedex) Radar assessment, which is referenced in the *Risks of modern slavery practices in Chobani's operations and supply chain* section of this Statement.

In 2022 the ingredients category accounted for 49.7 per cent of total spend, with milk making up the vast majority of this. Milk itself represented 34.4 per cent of total business spend and was sourced from the Gippsland, Western Victorian and Northern Victorian growing regions. The other major portfolio within the ingredients category is fruit, which accounts for 9.4 per cent of total spend with other ingredients such as sugar, cultures and non-milk dairy ingredients accounting for the remaining 5.9 per cent.

Figure 1: Chobani's 2022 spend by category



Packaging represented 16.9 per cent of total spend in 2022, with all packaging suppliers based in Australia. However, some of the packaging we procure is produced in overseas factories, including raw materials and component parts. We work with our suppliers to ensure they are aligned to Chobani's Ethical Sourcing Policy (which is increasingly embedded in our supplier contracts) and use the Sedex Radar assessment to identify potential risks in the broader supply chain.

The indirect materials and services category covers the materials and services required to manufacture products that do not end up as a part of the finished goods. This includes items such as factory consumables, laboratory supplies and cleaning chemicals. The largest single element of this category is utilities, which represented 2.1 per cent of 2022 total business spend.

We recognise that global concerns in recent years have been sharply focused on issues of forced labour and other exploitative practices of the Uyghur people in the Xinjiang region of China. We acknowledge recent international efforts such as the passing of import bans in the USA of the *Uyghur Forced Labour Prevention Act*. Stevia-leaf products from Xinjiang is one of the category of goods currently restricted for import under that law in the USA. Stevia is a raw material / product input that is only used in a small proportion of our Australian product portfolio.

Notwithstanding its relative scarcity as an ingredient in our overall product range, as a precautionary step, we have confirmed that none of the stevia used in our products is sourced from the Xinjiang region of China.

Figure 2: Chobani's 2022 spend by supplier location



Risks of modern slavery practices in Chobani's operations and supply chain

Chobani did not become aware of any actual or suspected incidences of modern slavery in its supply chain or operations during the reporting period.

In 2022 we used multiple third-party independent tools to conduct risk assessments to identify practices in our operations and supply chain that may cause, contribute to or be directly linked to modern slavery. Key factors established by international organisations, such as the United Nations Development Program and the International Labour Organisation, are used to define the level of risk in these assessments. Such assessments take into consideration a supplier's industry and the region in which its operations are conducted; and risk is always considered from the worker's perspective, not the business'.

Tools Chobani uses to identify risks of modern slavery practices

Sedex Radar assessment

Chobani has used the Sedex Radar risk assessment tool for a number of years to help us identify and assess risks of modern slavery in our supply chain. The platform not only allows us to track our performance against labour standards, environmental practices, health and safety and business ethics, but to also deep-dive into our suppliers'. Suppliers may complete their own self-assessment questionnaires or load the results of an external audit into the system, which increases transparency both upstream and downstream.

During the reporting period, 29 supply chain sites were listed on the Sedex Radar platform, which is less than 10 per cent of our supplier base. We acknowledge that we have more work to do in this space to increase transparency of our supply chain, so in 2023 we will renew our focus to increase the number of Tier 1 suppliers on this platform. We will also aim to engage with these suppliers more regularly to increase our understanding and visibility of risks in our supply chain.

Proprietary third-party risk assessment technology

Previously we have used the Sedex Radar platform to evaluate the inherent risk of modern slavery across our full supply chain, based on general factors like where a site is located and what kind of activities or commodities it manages. In 2022, we took a different approach to inherent risk by using the proprietary risk assessment technology and software platform of a leading Australian ESG consulting firm that specialises in modern slavery issues.

All supply chains are made up of tiers; Tier 1 suppliers are those with whom we have a direct relationship, Tier 2 represents the suppliers of our Tier 1 suppliers, and Tier 3 represents the suppliers of Tier 2, and so on. Although we have good visibility of our Tier 1 suppliers and a low level of risk due to location/sector, we understand that most of our modern slavery risks are imported risks.

We acknowledge that although 96.5 per cent of our Tier 1 (direct) suppliers are based in Australia (a country with a lower risk factor for modern slavery according to The Global Slavery Index 2023), our full supply chain is global.

As foreshadowed in our last Statement, a focus area during the reporting period was on risk assessment that extended beyond the first tier (direct suppliers) of our supply chain. In 2022, we utilised the proprietary risk assessment technology and software platform of a leading Australian ESG consulting firm that specialises in modern slavery issues. This technology is based on an algorithm using economic input into products and services, including both location and type of goods and service. Through this platform, we have been able to more comprehensively map our supply chain well beyond Tier 1 and identify areas of focus and inherent risk.



The assessment has also provided us with a more in-depth understanding of the areas of greatest potential modern slavery risks in our supply chain, all the way to Tier 10 suppliers. Results of the assessment indicate that Chobani's overall modern slavery risk is relatively low, calculated on a standardised basis of per \$1 million of supply chain spend. More importantly, by undertaking this comprehensive assessment, we now have a far more holistic understanding of key focus areas to more effectively address overall areas of potential modern slavery risk throughout the full extent of our supply chain.

We also identified that the highest risk industries for slavery in our broader supply chain are related to raw ingredients (fruits, nuts, oil seeds) and oil extraction (mostly for packaging). These results indicate the areas of focus moving forward should be raw ingredients and packaging products. Armed with this new knowledge, we can now start addressing these risks from 2023 onwards.

Risks of modern slavery identified

The external risk assessment tools that we have utilised have identified the following areas in our supply chain that have inherently elevated risks based on the applicable industry category:

- agricultural products (raw ingredients)
- packaging, including raw materials and manufacturing processes (plastic, cardboard)
- merchandise
- equipment maintenance parts
- personal protective equipment.

We recognise that modern slavery is a reality in Australia rather than dismissing it as a distant problem confined to other countries. Whilst we considered our overall operational risk to be very low, we acknowledge and are continuing to monitor the following areas connected with our direct operations for potentially elevated risk indicators:

- building management services (professional cleaning, building maintenance and upkeep, security services)
- other outsourced services (freight, labour hire, waste management).

Actions taken to address identified modern slavery risks

Chobani is committed to respecting human rights and preventing modern slavery. We focus on a continuous improvement approach, with the aim of driving change together with our suppliers and partners throughout our supply chain. This section describes the actions taken in 2022 to assess and address identified potential modern slavery risks in our operations and supply chain.

Chobani recognises that the ongoing impacts of COVID-19, the war in Ukraine, inflationary pressures, labour and raw material shortages and significant weather events such as floods may have placed vulnerable people in global supply chains at an increased risk of modern slavery. In particular, the logistics and shipping industry continued to be significantly impacted by environmental and geopolitical issues in 2022. As a result, we continued to monitor the increased risks generated by additional border controls, labour shortages, reduced capacity, increased costs and congestion and delays in ports and adapt our protocols and processes as needed.

Chobani's operations

Our approach

Chobani has a due diligence framework for understanding, addressing, and reviewing modern slavery risks within our operations. Our process (set out below) is based on the United Nations Guiding Principles on Business and Human Rights (UNGPs), which are the authoritative global standard for addressing and preventing human rights impacts associated with business activity.

Our approach framework includes:

1. **Policy commitment** (e.g. Ethical Sourcing Policy)
2. **Identify and assess risk** via annual Self-Assessment Questionnaire (SAQ) and external ESG consulting firm's platform
3. **Take effective action** by developing and implementing an action plan
4. **Track and monitor** to review effectiveness of processes
5. **Implement corrective actions**, following review, where necessary
6. **Communicate, engage, and report** with internal and external stakeholders

Importantly, the framework includes steps (4 & 5) to review the effectiveness of actions being taken to assess and address modern slavery risks, and to implement corrective action where necessary.



Objective	Status	Comment
What gets measured gets managed	●	In order to capture and account for changes in our operations, such as new employees, new activities or new policies, our team updates and completes our SAQ annually. This exercise allows us to assess ongoing progress and identify further opportunities for improvement. We completed our SAQ in March 2022 and uploaded the results to Sedex for full transparency.
Understanding and improving our own practices	●	<p>We partnered with a global ESG data provider and consultancy to deliver training to Chobani's Senior Leadership Team. The objective of this training was to improve understanding and uptake of ethical sourcing strategies and risk mitigation behaviours by senior decision-makers in the business.</p> <p>This training complemented the bespoke program delivered by external experts in 2021 to employees who are regularly involved in the purchasing of goods and services. Employees who did not participate in the previous year's awareness training were captured in the 2022 session.</p> <p>Key themes focused on risks, compliance, reporting, best-practice, engagement approaches, tools, and actions to move the dial and raise awareness.</p> <p>By undertaking this training, the leadership team has levelled-up their capability to monitor and minimise modern slavery risks in our operations and supply chain, and to reinforce these behaviours with their teams.</p>
Other actions	●	<p>In 2022 we rolled out a number of programs and activities to improve the safety, wellbeing and engagement of people in our operations including:</p> <ul style="list-style-type: none"> • Launched a new safety program moto, <i>Stop Care Share</i>. • Launched our new Domestic and Family Violence Leave Policy and Support Guide. • Consolidated four Melbourne-based offices, warehouses and production sites into one central hub in Dandenong South. • Launched a peer-to-peer values recognition program, which empowers our employees to take an active role in embedding our shared Chobani Values by recognising and rewarding peers who live them. • Rolled out a new Flexibility & Ways of Working model, including collaboration days, work from home days, core collaboration hours and flexible working philosophy. • Launched our refreshed company values: <ul style="list-style-type: none"> - Make it Happen: We decide & deliver - Do More Good: Make a difference - Together it's Magic: We play as a team - The Right Way: not the easy way - Break from the Herd: We're curious & courageous • Flicked the switch on the first stage of our new Human Resource Information System, UKG, with the aim of simplifying recruiting, onboarding, self-service and benefits administration as well as the benefits of a complete auditing trial.

Chobani's supply chain

Our Approach

When considering our supply chain, we categorise suppliers into several categories based on their annual spend. As we have a small team supporting procurement and modern slavery risks across the businesses, this approach helps us monitor our biggest suppliers (and risks) first, before we consider suppliers with smaller spend (and risk).

Category 1: Priority suppliers

- Suppliers who contribute directly to our product (ingredients, packaging) or its distribution (storage, freight)
- Medium/long-term agreement in place
- Most of these suppliers are large businesses, which are also subject to the *Modern Slavery Act 2018 (Cth)* requirements
- Low to medium risk suppliers

Category 2: Recurring suppliers

- Regular business partners supplying indirect products (merchandise, personal protective equipment, maintenance parts) or services to Chobani
- Typically smaller businesses not subject to the requirements of the *Modern Slavery Act 2018 (Cth)*
- More than five transactions with Chobani per year
- Low to medium risk suppliers

Category 3: Once-off vendors

- Once-off vendors used occasionally (catering, hotels) and representing a low spend for Chobani
- Less than five transaction per year
- Includes three high risk suppliers due to country of operation
- Low to medium risk suppliers

In addition to our internal approaches to minimising modern slavery risks, we also have a due diligence framework for our supply chain, as detailed below:

1. Supply chain risk assessment
2. Priority suppliers' engagement and mapping (Sedex)
3. Review suppliers' SAQ, gap analysis and action plan
4. Audit where risk is most salient, or action is missing
5. Review and collaborate where relevant



Assessing the effectiveness of actions

At Chobani, we are committed to continuously improving and evolving our approach to identifying and managing potential modern slavery risks. Reviewing effectiveness and process is a key part of our modern slavery due diligence framework.

To capture and account for changes in our operations, such as new employees, new activities or new policies, our team updates and completes our SAQ annually. This happened in March 2022 and is scheduled to be undertaken again in 2023. This exercise allows us to assess ongoing progress and identify further opportunities for improvement. At Chobani, we're not perfect but we do believe in making and sharing our progress.

While many of our key actions for the 2022 reporting period focused on improving the identification and mitigation of modern slavery risks in our own operations, due to the impact of a variety of unanticipated internal and external factors (including supply chain constraints, COVID-19, and inflationary pressures), we fell short of accomplishing all that we had planned for the reporting period in terms of our overall modern slavery response. We plan to bridge these gaps in 2023 and beyond.

Each year we undertake an independent third-party review of our Modern Slavery Statement to ensure it is compliant with legislation and to identify opportunities for improvement in the year ahead.



Objective	Status	Comment
Increased transparency	●	<p>Transparency in our supply chain is crucial to the identification and mitigation of potential modern slavery risks. Our goal was to have 100 per cent of our Category 1 suppliers, including new suppliers, in Sedex or an equivalent platform by the end of 2022.</p> <p>We did not achieve this ambitious goal in 2022. However, by further embedding ethical sourcing responsibilities and accountabilities within the business, we are anticipating much more significant progress in the area of increased transparency in the next reporting period.</p>
Supplier auditing process	●	<p>Supplier pre-screening and onboarding processes are now in place.</p> <p>The next step for us is to determine how to track and engage with suppliers' third-party audits to determine whether they have taken place and understand whether identified non-compliances have been addressed. As we continue to evolve our approach to supplier audits, developing this will be a priority in 2023.</p>
Supplier auditing process	●	<p>A Sedex Members Ethical Trade Audit (SMETA), which was first planned for 2021, was delayed due to COVID-19 restrictions. It was then rescheduled for the 2022 reporting period but was not fully completed due to difficulties with the audit provider.</p>
Category 2 suppliers	●	<p>Our approach to Category 2 suppliers commenced at the end of the 2021 reporting period. The engagement level and quality of responses to the questionnaire will be used by Chobani to assess the effectiveness of this approach and consider whether this strategy requires adjustment.</p> <p>While we originally intended to improve governance around our Category 2 suppliers in 2022, we did not make significant progress due to competing priorities brought on by unanticipated internal and external factors. We also identified that training with frequent buyers in the business (beyond the Procurement team) needs to be up-weighted. This will be further developed and expanded in 2023, and we have onboarded resources who are specifically responsible for delivering on these types of goals.</p>
Category 3 suppliers	N/A	<p>At this stage, Chobani has not identified opportunities that can be leveraged to drive change among Category 3 suppliers. We have decided to prioritise Category 1 and large Category 2 suppliers, as these are the levels where we have the greatest leverage and ability to mitigate modern slavery risks. Once we have appropriately managed risks at these levels, we can then consider expanding the process to Category 3 suppliers and beyond.</p>

In 2023 we are committed to stepping-up our approach. A detailed account of our plans for 2023 are referenced in the *Our plans for the next reporting period* section of this Statement.

Our plans for the next reporting period (and beyond)

We recognise we have fallen short of accomplishing all that we had planned for the reporting period in terms of our overall modern slavery response.

Chobani has emerged from a period of unprecedented external and internal challenges with a renewed focus on ethical sourcing and sustainability. In the next reporting period (and beyond) we plan to continuously improve by enhancing the scrutiny and mitigation of our supply chain risks by:

- undertaking an audit of our suppliers currently on Sedex but not on our profile
- working with more of our Category 1 suppliers to bring them onto the Sedex platform
- assessing options to engage with other high-risk suppliers to bring them onto the Sedex
- investigating a third-party supplier auditing approach
- investigating the certification of more high-risk ingredients in our products
- scoping a sustainable packaging roadmap that includes considerations for modern slavery, especially for plastics made overseas
- scoping a broader ethical sourcing and procurement roadmap to address issues outlined in this Statement.

We will also take a closer look at our own backyard to ensure that our operations are improving by:

- introducing Lean Manufacturing principles to monitor and address any potential environmental and occupational health and safety issues
- implementing new packaging changes to reduce plastic use and consumer waste in Australia and our export markets
- formally embed focus on ethical sourcing into the business
- reviewing and updating our policies, including grievance procedures, whistle blower policy and our code of conduct
- acknowledging that current and predicted impacts of climate change may impact some supply chain partners (both locally and globally, which may have the effect of exacerbating modern slavery risks in certain jurisdictions), we're committed to playing our part to keep global warming below 1.5 degrees. In 2023 this includes focusing on improving our sustainability footprint by improving automation and monitoring of greenhouse gas emissions across Chobani, assessing the development of a roadmap to net zero emissions, improving our water efficiency to improve drought resilience and reducing our waste to cut scope-3 emissions.





Consultation

Chobani Pty Ltd does not own or control any entities, as such no consultation with other entities was required.

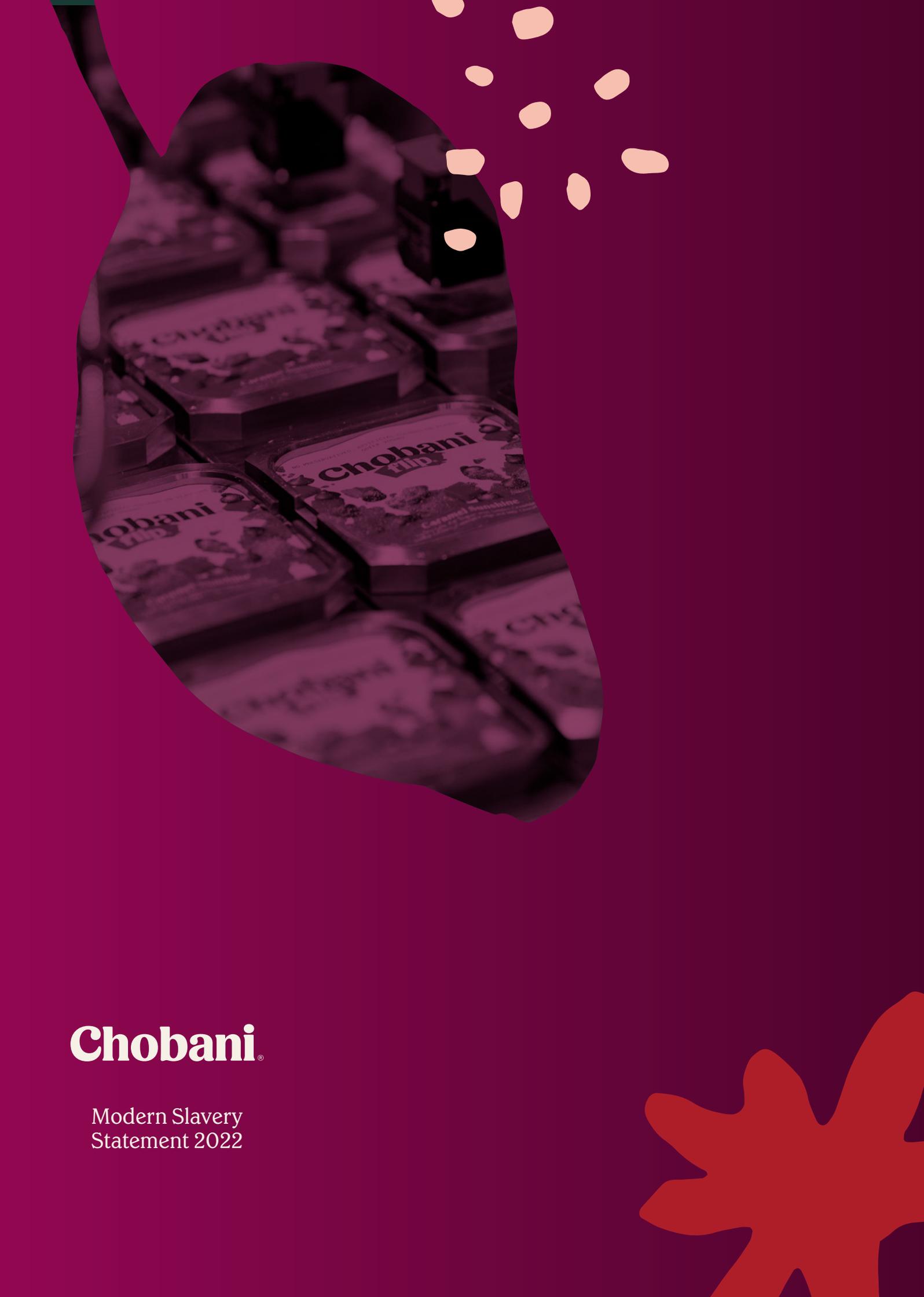
Approval of Statement

This Statement was approved by Chobani Pty Ltd's board of directors (as the principal governing body of that entity) on 30 June 2023.

Lyn Radford
 Managing Director
 Chobani Pty Ltd
 30 June 2023

Reporting criteria

Mandatory criteria	Reference in this Statement
1. Identify the reporting entity	Page 2
2. Describe the reporting entity's structure, operations and supply chain	Page 6
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	Page 10
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	Page 12
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Page 16
6. Describe the process of consultation with any entities the reporting entity owns or controls	Page 20



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Modern Slavery
Statement 2022