



Alepat Taylor Modern Slavery Statement

This Modern Slavery Statement is made by Taylor Ferguson & co Pty Ltd trading as Alepat Taylor in accordance with the requirements of the Modern Slavery Act 2018 (Cth) for the reporting period of 30th June 2024 – 1 July 2025.

Our policy outlines the steps that we have taken to assess and address the risks of modern slavery practices within our domestic, international operations and supply chains.

We are committed to respecting Human Rights so that we take the correct protocols to ensure that modern slavery does not occur within our operations or supply chain.

STRUCTURE & OPERATIONS

- We operate domestically in Australia and internationally. Our operations include bottling, canning, manufacturing and wholesale of non-alcoholic and alcoholic beverages.
- Alepat Taylor is the parent company based in Preston & Kyneton Melbourne.
- We currently employ a total of 140 employees.
- We engage only with ethical labour hire providers, require contractors to uphold standards consistent with our commitment, work collaboratively to identify and address risks and expect ongoing monitoring and compliance processes.

SUPPLY CHAINS

Our supply chains include labour hire providers, contractors and service providers and suppliers of goods and materials. These suppliers may operate both within Australia and overseas. We recognise that modern slavery risks may arise within both our operations and supply chains.

We work with suppliers who share our values, do not base procurement decisions solely on price, expect suppliers to prevent modern slavery within their operations and supply chains and require processes to identify, detect, and address risks.

There are potential risk in certain areas including labour hire and contractor arrangements, supply chains involving outsourced goods or services and industries or regions where labour standards may be less regulated These risks may include forced labour, deceptive recruitment practices, underpayment, or exploitative working conditions.

We have implemented measures to assess and address modern slavery risks which include establishing clear expectations for ethical conduct across employees, contractors, and suppliers, engaging only with reputable and ethical labour hire providers and suppliers, communicating our commitment to preventing modern slavery across our business relationships, ensuring suppliers understand and align with our expectations regarding labour practices and taking appropriate action where concerns are identified.

ACTIONS TO ASSESS & ADDRESS RISKS:

To monitor and control the risks associated with Modern Slavery we have implemented the following measures

POLICIES:

- Maintained a Code of Conduct that encompasses the ethical practices and compliance with Human Rights Standards.
- Require all employees, customers and suppliers to acknowledge and sign our Modern Slavery, Human Right and Business Ethics Policies.

DUE DELIGENCE PROCEDURE:

- Developed a framework for on boarding suppliers, including verifying compliance with labour standards.
- Incorporated modern slavery risk considerations into procurement and contracting processes.

TRAINING AND AWARENESS:

- Delivered training programs for staff to increase awareness of Modern Slavery and how to identify and report it.
- Encouraged an internal culture of vigilance and accountability through open reporting mechanisms.

REPORTING:

- Established a grievance mechanisms Whistleblower Policy and Anonymous Helpline for employees and suppliers to report concerns.
- Sedex Members

ASSESSMENT AND CONTINUOUS IMPROVEMENT:

- Regular feedback from employees, customers and suppliers.
- Reviewing internal risk assessments and Ethical and Social Audits outcomes.
- Tracking and analysing records of training participation & grievance reporting.
- Monitoring supplier commitments.

We assess the effectiveness of its actions through ongoing monitoring of supplier relationships, internal review processes and investigations where concerns are raised and maintaining oversight of employment practices and compliance.

Any supplier or contractor found to be in breach may have their relationship with Alepat Taylor terminated.

Taylor Ferguson & co Pty Ltd is committed to fair and lawful employment practices.



WE:

- Comply with all applicable workplace laws, including the Fair Work Act 2009 (Cth) and modern awards.
- Maintain accurate records of wages and hours worked.
- Pay all statutory entitlements, including superannuation.
- Ensure all employees have a lawful right to work in Australia.
- Ensure migrant workers are treated in accordance with visa conditions.
- Provide a safe workplace free from physical and psychosocial hazards.
- Maintain a workplace free from unlawful discrimination.
- We do not employ individuals under the age of 15.

We are committed to continuously improving our processes to better identify and address modern slavery risks.

This statement has been approved by the appropriate authority within Alepat Taylor.

Signed: 

Name: Carlo Travaglini

Position: Managing Director

Date: 31 03 2026