

Nu-Pure Beverages

Modern Slavery Statement 2026

1. Reporting Entity

This Modern Slavery Statement ("Statement") has been prepared by Nu-Pure Beverages in accordance with the requirements of the Australian Commonwealth Modern Slavery Act 2018 (Cth) for the reporting period ending 31 December 2025.

Nu-Pure recognises that modern slavery encompasses serious forms of exploitation, including human trafficking, slavery, servitude, forced labour, debt bondage, deceptive recruiting practices, forced marriage, and the worst forms of child labour. Nu-Pure is committed to respecting human rights and taking reasonable steps to identify, assess, mitigate and address modern slavery risks within our operations, supply chains and broader business relationships.

2. Structure, Operations and Supply Chains

Structure

Nu-Pure is headquartered in Stapylton, Queensland and is one of Australia's largest privately owned bottled water manufacturers. Nu-Pure operates four manufacturing facilities located across Queensland, Victoria, New South Wales and Western Australia and employs more than 380 people across Australia.

The business is governed by its Board of Directors and supported by executive leadership across Manufacturing, Supply Chain, Commercial, Finance, Quality, Safety, and People & Culture functions.

Operations

Nu-Pure manufactures 100% Australian-made bottled spring water beverages. Core manufacturing activities include:

- Injection moulding of PET bottle preforms and caps
- Blow moulding operations
- Beverage filling
- Labelling and packaging
- Warehousing and distribution

Products are supplied to major grocery and non-grocery customers throughout Australia and selected international markets including Japan and China.

Supply Chains

Nu-Pure's supply chain consists of both domestic and international suppliers providing:

- Recycled PET (rPET) resin
- High Density Polypropylene (HDPE) resin
- Packaging materials
- Manufacturing consumables
- Personal protective equipment (PPE)

- Contract labour and labour hire services
- Cleaning and sanitation services
- Logistics and transportation services
- Engineering and maintenance services

Nu-Pure sources some raw materials and packaging products from suppliers located in Association of Southeast Asian Nations (ASEAN) countries and recognises the increased modern slavery risks that may be present in certain geographies, industries and labour markets.

Supplier-related risks are managed through the Approved Supplier Program, supplier onboarding and approval processes, supplier quality standards and supplier due diligence activities. Nu-Pure's Approved Supplier Program promotes responsible sourcing and incorporates recognised frameworks including GFSI, BRCGS, SQF, HACCP and the Ethical Trade Initiative (ETI) Base Code.

3. Modern Slavery Risks in Our Operations and Supply Chains

Nu-Pure assesses modern slavery risk using a risk-based approach that considers industry, geographic, workforce and supplier characteristics. The primary modern slavery risks identified during the reporting period include the following areas.

Raw Materials and Packaging Supply Chains

Nu-Pure sources some Recycled PET and HDPE resin and packaging materials from international suppliers within ASEAN regions. Certain countries and manufacturing sectors within these supply chains may present elevated risks of forced labour, child labour and other forms of labour exploitation.

Contracted Services and Labour

Certain contracted services may present a heightened risk of modern slavery due to the use of subcontracting arrangements, low-skilled labour, migrant worker populations or temporary labour arrangements. These services include:

- Cleaning services
- Labour hire services
- Warehousing services
- Transport and logistics operations
- Site-based contract services

Labour exploitation vulnerabilities can arise where workers have limited bargaining power, language barriers, visa dependencies or limited visibility of employment conditions.

Consumable Products and PPE

Nu-Pure has identified certain consumable products and PPE categories — including gloves, garments, protective clothing and hairnets — as product categories that may be manufactured in jurisdictions with elevated labour rights risks. Potential risks include excessive working hours, underpayment of wages, coercive practices and poor working conditions.

Operational Workforce Risks

Although Australia has strong workplace protections, Nu-Pure recognises that risks may still arise through labour hire relationships, third-party contractors and other employment arrangements if appropriate governance and oversight mechanisms are not maintained.

4. Actions Taken to Assess and Address Risks

Nu-Pure continues to strengthen its modern slavery governance framework through a combination of procurement controls, workforce management practices, supplier engagement and independent audit activity.

Workforce Due Diligence

During the reporting period, Nu-Pure maintained employment controls designed to reduce the risk of exploitation within its own operations, including:

- Written employment agreements provided to employees
- Verification of employee working rights
- Verification of employee age prior to employment
- Compliance with applicable Australian employment legislation
- Access to grievance and whistleblower reporting mechanisms

These controls support fair and lawful employment practices across the organisation.

Supplier Risk Assessment Framework

During the reporting period, Nu-Pure's Procurement and Quality functions implemented a supplier risk assessment framework that utilises information including the Global Slavery Index and other risk indicators to identify suppliers operating within higher-risk industries and geographies.

The framework considers factors including:

- Country of operation
- Industry sector
- Product category
- Workforce profile
- Use of subcontracting
- Ethical audit information
- Supplier governance controls

The assessment enabled Nu-Pure to identify higher-priority suppliers and undertake further engagement activities, including:

- Requesting supplier modern slavery and human rights policies
- Seeking information regarding ethical audit programmes
- Reviewing supplier labour standards controls
- Discussing remediation and corrective action expectations

Responsible Sourcing and Supplier Expectations

Nu-Pure maintains a Supplier Code of Conduct based on the Ethical Trade Initiative Base Code and internationally recognised human rights principles. The Code applies to suppliers performing work for or on behalf of Nu-Pure and establishes expectations regarding labour standards, ethical conduct and human rights protections.

Nu-Pure also incorporates ethical sourcing requirements within supplier approval and assurance processes through its Approved Supplier Program.

Reporting and Remediation Pathways

Nu-Pure provides employees with mechanisms to raise concerns relating to misconduct, unethical behaviour, unsafe work practices or potential labour exploitation through established whistleblower and grievance channels.

Where concerns relating to modern slavery are identified, Nu-Pure may:

- Undertake an assessment of the reported concern
- Escalate the matter through appropriate internal governance channels
- Engage with suppliers to obtain additional information
- Request corrective action plans
- Monitor remediation activities
- Review ongoing supplier relationships where significant concerns persist
- Refer matters to appropriate authorities where required

Nu-Pure prioritises the dignity, wellbeing and protection of potentially affected individuals when responding to concerns of exploitation.

5. Assessing the Effectiveness of Our Actions

Nu-Pure measures the effectiveness of its modern slavery programme through a combination of supplier assurance activities, internal controls, audit outcomes and continuous improvement initiatives.

SMETA Audits

During the reporting period, Nu-Pure conducted 4-Pillar SMETA audits at its Victorian and Western Australian manufacturing sites. The audits assessed:

- Labour standards
- Health and safety
- Environment
- Business ethics

The audits provided additional visibility into workplace practices and the effectiveness of Nu-Pure's management systems for identifying and managing modern slavery-related risks.

Continuous Improvement Activities

Improvement opportunities identified through the audit process included:

- Strengthening collaboration with labour hire providers to ensure appropriate provision of safety equipment to labour hire personnel

- Increasing employee awareness and training relating to labour standards, business ethics and anti-bribery requirements

These actions have been incorporated into ongoing improvement plans managed by operational and functional leadership teams.

Future Effectiveness Measures

During future reporting periods, Nu-Pure intends to continue strengthening its effectiveness measures by monitoring:

- Completion of supplier risk assessments
- Engagement outcomes with higher-risk suppliers
- Supplier assurance documentation
- Corrective action implementation and closure
- Ethical audit findings and trends
- Training participation rates
- Grievance and whistleblower reporting trends
- Continuous improvement outcomes arising from audits and reviews

6. Consultation with Controlled Entities

Nu-Pure does not own or control any other entities for the purposes of the Modern Slavery Act 2018. Accordingly, consultation with controlled entities was not required during the reporting period.

In preparing this Statement, Nu-Pure consulted internally with relevant stakeholders across Procurement, Quality, Operations, People & Culture and executive leadership functions to ensure an accurate reflection of the business's operations, risks and mitigation activities.

7. Continuous Improvement and Future Priorities

Nu-Pure recognises that managing modern slavery risk requires continual review and improvement.

During the next reporting period, Nu-Pure intends to further strengthen its modern slavery programme through:

- Continued supplier risk assessment activities
- Increased supplier engagement and assurance
- Ongoing review of supplier governance controls
- Enhanced awareness and training activities
- Integration of modern slavery considerations into procurement and supplier management processes
- Continued monitoring of labour hire and contractor arrangements
- Ongoing review of emerging regulatory expectations and industry best practice

Nu-Pure remains committed to identifying, assessing and addressing risks of modern slavery in its operations and supply chains and to promoting ethical and responsible business practices throughout its value chain.

Board Approval

This Modern Slavery Statement was approved by the Board of Directors of Nu-Pure Beverages on 30 June 2026 and is signed by an authorised responsible member of the Board.

A handwritten signature in black ink, appearing to be 'Sam Mishler', with a stylized, flowing script.

Sam Mishler

Vice President – Country Manager Australia | Director

30 June 2026