

Woodbrook Wines Pty Ltd

2024 Modern Slavery Statement

Introduction and Reporting Entity

This is the Modern Slavery Statement of Woodbrook Wines Pty Ltd (ACN 663 564 850) (“**Woodbrook**”) under the Modern Slavery Act 2018 (“**the Act**”) in relation to the reporting period ended on 30 June 2024 (“**the Reporting Period**”).

This statement has been prepared as a joint statement¹ submitted by Woodbrook on behalf of Woodbrook and A.G. Oatley Wines Pty Ltd (ACN 118 584 928) (“**AGOW**”) (both reporting entities under the Act).

Woodbrook has approved the joint statement on behalf of both related entities, their subsidiaries and other associated companies and entities (together the “**Joint Reporting Entities**”) and the Chairman of directors of Woodbrook has signed the statement.

Structure, Operations and Supply Chains

Structure

Woodbrook beneficially owns 100% of AGOW.

The board of Directors of Woodbrook oversees the operations of the Joint Reporting Entities.

The Joint Reporting entities employ approximately 100 people in Australia.

Operations

Woodbrook Wines Pty Ltd (Woodbrook)

Woodbrook operates as the holding company of AGOW and as such, its principal activity is investment in an unlisted company (AGOW).

A.G. Oatley Wines Pty Ltd (AGOW)

AGOW operates vineyards and a winery in Mudgee NSW, Australia, and bottles and packages the wine it produces from that region and secures from other regions in Australia, for sale in Australia and overseas under the Robert Oatley, Wild Oats and various other brands.

Own brand sales and third party sales via distribution and agency agreements are undertaken in Australia by Oatley Fine Wine Merchants (a division of AGOW)².

AGOW sells own brands to other overseas jurisdictions either directly or through arrangements with third party distributors.

¹ As defined in the Act.

² Own brand sales and third party sales via distribution and agency agreements were also previously undertaken in the USA by a 50% owned joint venture entity, Pacific Highway Wines & Spirits LLC (“**PHWS**”). AGOW entered into an agreement for the sale of the distribution rights and inventory of PHWS in October 2023. The purchaser has also since employed the majority of the PHWS staff, including key executives. Accordingly, PHWS is currently being wound down.

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Supply Chain

Products are provided by third parties for use in the products provided by AGOW to its customers.

AGOW undertakes primary production (viticulture) on its own account and contracts with third parties for the supply of grapes, juice and bulk wine. Bottling activities undertaken by AGOW from its Mudgee facilities involve the purchase of glass, labels and packaging materials from third party Australian suppliers and spares and equipment from the Italian supplier of the company's bottling line.

The supply chain of AGOW also includes significant transport and warehousing activities, either operated by the entity concerned or supplied by third parties.

Risks of Modern Slavery Practices in Operations and Supply Chains of the Joint Reporting Entities

Definition of risk

For the purposes of this statement, the risks of modern slavery practices “*means the potential for the reporting entity to **cause, contribute to** or be **directly linked** to modern slavery through its operations and supply chains*”³.

Cause: for example operate a factory that exploits labour;

Contribute to: operations and or actions in its supply chain contribute to modern slavery;

Directly linked to: the entity's operations, products and services may be connected to modern slavery through the activities of another entity it has a business relationship with.

Limitation in Scope

Under the Act, the Joint Reporting Entities are not required:

- to report on modern slavery risks associated with how their customers use the products or services they purchase⁴; or
- monitor or report on the operations and supply chains of individual investees that engage in investment activities where the Joint Reporting Entity does not have control over the actions of the investee⁵.

Accordingly, in providing a description of the risks of modern slavery practices in the operations and supply chains of the Joint Reporting Entities these risks have not been considered.

³ Page 40 of 96 Commonwealth Modern Slavery Act 2018 “Guidance for Reporting Entities”

⁴ Page 34 of 96 Commonwealth Modern Slavery Act 2018 “Guidance for Reporting Entities”

⁵ Page 34 of 96 Commonwealth Modern Slavery Act 2018 “Guidance for Reporting Entities”

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Description of Risks

The Joint Reporting Entities **do not cause** modern slavery. All operations for the manufacturing and supply of the Joint Reporting Entities products and services are undertaken in Australia.

The risks that the Joint Reporting Entities **contribute to** modern slavery include the risks that their operations, actions or omissions in their supply chains may facilitate or incentivise modern slavery. These risks are heightened where a Joint Reporting Entity is dealing directly with an overseas supplier based in a jurisdiction with known modern slavery concerns, the products involved are linked to modern slavery and the amount involved in the dealing is material.

The most significant risk to the Joint Reporting Entities is the potential that they **are directly linked** to modern slavery through the activities of a third party entity that a Joint Reporting Entity has a relationship with, specifically through the purchase of goods from those other entities.

Actions Taken by the Joint Reporting Entities to Assess and Address these Risks

Overview

Woodbrook has developed Ethical Dealing Principles and a Code of Conduct which have been adopted by the Joint Reporting Entities.

The Ethical Dealings Principles form the basis of the education of employees, suppliers, contractors and other stakeholders into the way Woodbrook conducts its business and what it expects of its business partners.

The Code of Conduct outlines how the Joint Reporting Entities should conduct themselves and applies to all officers, employees and contractors of the Joint Reporting Entities. Through appropriate contractual arrangements and procurement principles, consultants, agents, suppliers and other partners of the Joint Reporting Entities are expected to comply with this Code of Conduct in all of their dealings with or on behalf of the Joint Reporting Entities.

The Ethical Dealing Principles form part of the Code of Conduct

With respect to modern slavery, the Ethical Dealings Principles state:

Human Rights

We respect rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status including the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression and the right to work and education.

We do not tolerate any form of modern slavery including slavery and slavery-like practices and conditions.

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With respect to modern slavery, our Code of Conduct states:

Human Rights

We uphold and respect human rights for all people. We respect rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status including the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression and the right to work and education.

We do not tolerate any form of modern slavery including slavery and slavery-like practices and conditions inclusive of child labour, forced labour, human trafficking or servitude.

We expect our suppliers and other partners to adhere to the same human rights standards as we do.

We comply with all relevant modern slavery legislation.

Woodbrook adopts a risk based approach to determine the actions taken to address the risk that a Joint Reporting Entity contributes to or is directly linked to modern slavery. This means that it focuses on those activities in the supply chain where the risk of contributing to or being directly linked to modern slavery is highest.

A risk based approach is adopted as Woodbrook does not have unlimited resources and wishes to focus its activities to those which are most effective in dealing with the issue of modern slavery.

Woodbrook uses the Global Slavery Index⁶ to identify those products and countries where the prevalence of modern slavery is high and therefore that the risk that a Joint Reporting Entity is contributing to or being directly linked to modern slavery is also high.

Contributing to Modern Slavery

As noted previously, the risks that the Joint Reporting Entities contribute to modern slavery are heightened where a Joint Reporting Entity is dealing directly with an overseas supplier based in a jurisdiction with known modern slavery concerns, the products involved are linked to modern slavery and the amount involved in the dealing is material.

Accordingly, prior to any contract being issued for the supply of a product with a value in excess of \$100,000 to an overseas supplier based in a jurisdiction with known modern slavery concerns and/or the products involved are linked to modern slavery, the Joint Reporting Entity will undertake sufficient due diligence to provide comfort that the supplier does not cause or contribute to modern slavery. Initially, this due diligence will involve the completion of a declaration by the supplier with respect to the procedures and controls in force to ensure that the supplier does not cause or contribute to modern slavery. Further due diligence may be undertaken dependent on the assessment of the initial material provided by the supplier.

⁶ The Global Slavery Index is a tool for citizens, non-government organisations (NGOs), businesses, and governments to understand the size of the problem, existing responses, and contributing factors so that they can advocate for and build sound policies that will eradicate modern slavery. All supporting data tables and methodology are available to download from the Global Slavery Index website: www.globalslaveryindex.org. The Global Slavery Index a product of the Walk Free Foundation, a project funded by The Mindereroo Foundation.

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Direct Links to Modern Slavery

The Joint Reporting Entities consider that the highest risk that their operations, products and services may be connected to modern slavery is through the activities of another entity the Joint Reporting Entity has business relationships with. For example, whilst AGOW secures its packaging supplies from Australian suppliers, those suppliers may contribute to or be directly linked to modern slavery, without AGOW's knowledge.

The Joint Reporting Entities adopt the following actions to reduce such risk.

1. All existing and new suppliers of goods and services to the Joint Reporting Entities have been sent a copy of the Ethical Dealing Principles and have been requested to contact the respective Joint Reporting Entity if they do not adhere to such principles ("**Negative Assurance**");
2. The Joint Reporting Entities have adopted a risk based approach to identify and undertake due diligence with respect to suppliers where the risk of a direct link to modern slavery is highest. The criteria:
 - Are applied to all suppliers with an annual spend of \$100,000 or more on the basis that a Joint Reporting Entity has the ability to influence change, if required, from the supplier where the annual spend exceeds this amount;
 - Assume that Australian suppliers and suppliers from jurisdictions with laws dealing with modern slavery are lower risk;
 - Identify products and countries considered to be at greater risk of modern slavery⁷ and, initially, request suppliers where such criteria apply to complete a risk assessment questionnaire ("**Positive Assurance**"). The results of such questionnaire are used by a Joint Reporting Entity to determining whether remediation action is necessary (or indeed possible) or whether the relationship with the supplier should be terminated.

In relation to the Reporting Period the following actions were taken for suppliers⁸:

- the Joint Reporting Entities emailed the Ethical Dealing Principles to 29 suppliers (604 were emailed in relation to the last four prior Reporting Periods) and received no queries or concerns from suppliers in relation to the Ethical Dealing Principles which were not satisfactorily resolved; and
- the Joint Reporting Entities assessed 111 suppliers this year (438 were assessed in the last four prior Reporting Periods) with an annual spend of \$100,000 or more. As a result of these assessments, the Joint Reporting Entities issued a total of 23 questionnaires for completion by suppliers. At the date of this statement:
 - 19 questionnaires had been returned. Of these:
 - The responses of 19 questionnaires and any related due diligence resulted in the Joint Reporting Entities concluding that the risk of modern slavery was low and the relationship with the respective supplier continues; and
 - No relationships with suppliers have been terminated or suppliers required to undertake remediation actions.

⁷ Using respected tools to assist in such assessment including, for example The Global Slavery Index

⁸ Negative Assurance and Positive Assurance received from existing suppliers will be renewed every 5 years. The next renewal will be for the year ended 30 June 2025.

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- For the 4 outstanding questionnaires, further due diligence was undertaken and the Joint Reporting Entities concluded that the risk of modern slavery was low and the relationships with the respective suppliers are ongoing. Accordingly, the Joint Reporting Entities have determined that no further action was required.
- At the date of this statement, the Joint Reporting Entities were not aware of any direct links to modern slavery through the activities of a supplier that a Joint Reporting Entity has a relationship with.

Remediation

Instances of modern slavery identified by the due diligence activities of the Joint Reporting Entities, if any, are brought to the attention of the Woodbrook Board and a decision is made as to any additional steps (other than the termination of the business dealings with the entity concerned) to be taken to ensure the harm cannot recur, formal apologies are received, compensation is paid or the entity concerned ceases certain activities. Illegal acts, if any, are reported to the relevant authorities (“**Remediation**”).

During the Reporting Period no additional steps were approved by the Woodbrook as a result of the due diligence activities of the Joint Reporting Entities.

How the Joint Reporting Entities Assesses the Effectiveness of these Actions

The Woodbrook Board and representatives from AGOW:

- approve:
 - the description of the risks of modern slavery practices in the operations and supply chains of each of the Joint Reporting Entities; and
 - the actions proposed to be taken by each Joint Reporting Entities to assess and address these risks, including due diligence and remediation processes; and
- assess the effectiveness of these actions by way of ongoing monitoring and reporting at Woodbrook Board level on compliance with the above process and Woodbrook’s Ethical Dealing Principles and Code of Conduct.

Following such assessment, the Woodbrook Board and the representatives from AGOW will determine what immediate remedial action or changes are required for subsequent reporting periods to ensure the procedures and controls in force remain effective. Joint Reporting Entities recognise that, while an evolving process, they are committed to the ongoing review of the effectiveness of the actions being taken to assess and address modern slavery risks in their operations and supply chains.

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Process of Consultation with Joint Reporting Entities

Each of the Joint Reporting Entities was actively engaged and consulted in the process of preparing this joint statement, including the description of the risks of modern slavery practices; the actions proposed to be taken to assess and address these risks; reporting requirements; and other relevant materials and updates.

As noted above, the board of Directors of Woodbrook oversees the operations of the Joint Reporting Entities through regular meetings. During the Reporting Period, the Woodbrook Board met 6 times in conjunction with meetings of the AGOW Board and Executive Management which also oversee compliance with Woodbrook's Ethical Dealing Principles and Code of Conduct.

The chief executive of AGOW reports on operations to the Woodbrook Board. This will include any issues arising with respect to the Woodbrook's Ethical Dealing Principles or Code of Conduct, including modern slavery.

Following:

- the assessment of the effectiveness of the execution of the modern slavery plan; and
- the preparation and review of the statement by the Joint Reporting Entities

the Woodbrook Board and representatives from AGOW resolve to recommend approval of the annual statement to the directors of Woodbrook and its signature by the Chairman of Woodbrook.

This statement was approved by the Board of Directors of Woodbrook Wines Pty Ltd.



A.G. Oatley

Chairman

