

CAMPARI GROUP

AUSTRALIA



MODERN SLAVERY STATEMENT 2025

Campari Australia Pty Ltd
1st January - 31st December 2025 (Reporting Period)

CAMPARI

AUSTRALIA PTY LTD

ABN 72 137 554 726 of Level 21, 141 Walker Street, North Sydney NSW 2060, has carried on business in Australia during the reporting period with a consolidated revenue greater than AU\$100 million and publishes this Modern Slavery Statement as the appropriate reporting entity for the purposes of the Modern Slavery Act 2018. _____

STRUCTURE & OPERATIONS

Campari Australia is the local subsidiary of the Campari Group (the **Group**), owned by Davide Campari-Milano N.V., domiciled in the Netherlands and listed on the Italian stock exchange. Campari Group is a leading company in the global branded spirits industry and was founded in Milan in 1860 where Gaspare Campari created his now world famous eponymous red aperitif.

Campari Group owns, markets, and distributes a portfolio of more than 50 premium and super premium brands in over 190 countries worldwide, and holds market-leading positions with many of those brands in Europe and the Americas. In addition to Campari, the Group's major brands include Aperol, Appleton Estate, Grand Marnier, SKYY Vodka, Wild Turkey, Espolon, Courvoisier, and Wray and Nephew. As of 2025, Campari Group employs approximately 4,800 people.



27

DIRECT MARKETS

190

COUNTRIES IN WHICH
WE DISTRIBUTE OUR
PRODUCTS

25

MANUFACTURING
PLANTS GLOBALLY



The Group's corporate headquarters are in Sesto San Giovanni in Milan, Italy, and as at 31 December 2025, the Group owned 24 manufacturing plants and had a proprietary distribution network in 27 countries. Campari Group has a deep belief in strong corporate values, including, **"Integrity"**, which is highlighted in its Sustainability Report for the year ended 2025:

"Integrity means doing what is right and acting with fairness, respect, honesty and consistency in every interaction. It is a daily commitment that shapes how we work, lead and earn trust. Because we act with integrity, we are proud of what we do and proud to be recognised for it. Integrity is the compass that guides our decisions, defines our reputation, and allows us to show up with purpose, every time, everywhere."

Campari Group's values are at the heart of commitment to all forms of corporate social responsibility, including not knowingly participating in, causing, contributing to, or being linked to modern slavery practices in any of its operations and supply chains, and a further commitment that it will make efforts to mitigate the risks of modern slavery within those operations and supply chains.

Campari Group has been a member of the UN Global Compact since 2024: a call to companies to conduct their operations and strategies according to ten universal principles in human rights, labour, environment and anti-corruption. In alignment with the UN Global Compact, Campari Group continues to take action in support of the sustainable development goals, supporting the United Nations Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Campari Australia was incorporated in 2009. The regional headquarters is in Singapore and Campari Australia is responsible for the distribution of its products in Australia, New Zealand, and the Pacific Islands.

Campari Australia runs its business from its headquarters in North Sydney, with three small state offices, one each in Brisbane, Melbourne, and Perth, and some remote workers in regional areas of Australia. Campari Australia employs approximately 110 people in marketing, sales, administrative and professional, and technical roles in casual, part-time capacities and full-time permanent employment.

During 2025, the local Campari business was quite complex comprising a range of activities in the alcoholic beverage business from importation and marketing to distribution of its products to Australian wholesalers and New Zealand and Pacific Island retailers.

During the Reporting Period, Campari Australia sold its manufacturing plant in Derrimut, Victoria. Campari Australia now engages a third party manufacturer in Victoria for its ready-to-drink beverages. Ingredients and other inputs are sourced by Campari's third party manufacturer from a range of suppliers: some are Campari's own preferred suppliers, and some inputs are sourced at the instruction and selection of the relevant third party beverage owner.

SHAREHOLDINGS

During the Reporting Period, Campari Australia remained the sole shareholder in Campari New Zealand Ltd (company number 8125964), a company with its registered office at 60 Parnell Road, Parnell, Auckland, 1052, New Zealand and the company undertaking all of Campari Group's operations during the Reporting Period in New Zealand. Campari 612220 Ltd (company number 612220, formerly known as Campari New Zealand Ltd) was liquidated during the Reporting Period. This Modern Slavery Statement is also made on behalf of Campari New Zealand Ltd.

GOVERNANCE & VALUES

Campari Group is organised according to the Dutch corporate governance model. It has both a board, and a supervisory body which has been in place since 2001. One of the supervisory body's main roles is to ensure compliance with the Group's governance model and the law, focusing on preventing offences against administrative and corporate controls, as well as breaches of health and safety regulations. This ensures that matters relating to Modern Slavery are overseen and reported at the highest levels.

At Campari, compliance extends beyond adhering to local laws, it is about acting ethically and responsibly with all interest groups and maintaining integrity in our environmental and social interactions.

Employees, associates, suppliers, and customers, as well as anyone who has had dealings with the Group is able to report violations of the Code of Ethics or any other Campari Group policy or applicable law through the Campari Safe Line and pursuant to a whistleblower policy which enables a confidential report to be sent directly to the Chairman of the Group's Board and to the head of the Group's internal audit function.

The whistleblower is also protected against retaliation or any other consequences arising from the report.

Below is a summary of Campari Group's governance standards and policies which relate to dealing with suppliers:



Code Of Ethics

Sets out the Group's values and its fundamental expectations of conduct and dealing with shareholders, colleagues and associates, consumers and the community, as well as enforcement of its provisions.



Campari Group Supplier Code

Includes the Campari Group Supplier Code sets out the Group's ethical values which suppliers and their employees undertake to sign, adhere to, and ensure compliance throughout their respective supply chains.

These ethical values are:

- o Integrity, loyalty, and honesty;
- o Objectivity and immediate communication of real or potential conflicts of interest;
- o Confidentiality;
- o Transparency and completeness of information;
- o Rejection and condemnation of any type of discrimination;
- o Ban on forced and child labour;
- o Health and safety in the workplace;
- o Compliance with environmental law and ecological standards;
- o Prevention and reduction of environmental pollution;
- o Ban on unfair competition; and
- o Compliance with the Group's Code of Ethics, and its Quality, Health, Safety & Environmental Policy.



Campari Group Global Procurement Policy

The objective of the Procurement Policy is to standardise and define the roles, responsibilities, and rules of conduct for the management of Procurement processes, in keeping with the fundamental principles of the decision-making process, including transparency, impartiality, fairness and traceability.



Quality, Health, Safety & Environment Policy

Since 2013, this Policy has governed and protected the environment, health and safety of the Group's employees and consumers as well as the quality and food safety of products. The Policy applies to all Group locations and divisions and is regularly reviewed to ensure it remains appropriate for the nature and size of the Group and its corporate objectives. The Policy is also shared with all suppliers, investors and employees.



Employees & Human Rights Policy

Issued in 2017, this Policy supports the UN Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work and requires legal compliance with national human rights legislation in every country in which the Group operates. Where differences arise between Group policies and national regulations, the Group applies the most stringent of the requirements. The Policy covers: non-discrimination, forced labour, child labour, harassment, diversity, working conditions (including hours and remuneration), freedom of association and the right to collective bargaining, training and personal development, community involvement and quality, health, safety & environment.

CAMPARI GROUP & SUPPLY CHAINS

Campari Group has a specialist Procurement Team which managed approximately 22,000 suppliers globally in the last 12 months. The Procurement Team manages suppliers classified according to the following categories:

(PR) Product Related

Materials that go into the final product, they are part of the Bill of Materials (BOM), such as packaging materials (e.g. glass bottles), raw materials (e.g. sugar) and semi-finished materials (e.g. distillates);

Indirect

Goods and services that do not go into the final product; they are purchased to enable or support the business and its operations, such as: Media & Marketing, Logistics, Capital Expenditure, etc.

Categories are mapped in a Portfolio Matrix, managed by Procurement, based on their supply risk and business impact. The Category Portfolio Matrix is updated from time to time, to reflect changes in external and internal environments.

Campari Group looks for local sourcing options to fulfil its aim of reducing its environmental impact along the supply chain, and continues to do so, all other commercial parameters being equal (such as competitiveness, quality, and availability of materials).



MANUFACTURING PLANTS

Campari Australia sold the Derrimut Manufacturing plant during the reporting period. This plant was the only local supplier to Campari Australia and manufactured Wild Turkey, American Honey and Espolon RTDs. The Derrimut plant also manufactured products for third parties under contract for distribution in Australia, New Zealand, and some other parts of Asia. Campari Australia purchases many of its products as finished goods from the international plants in Italy, Jamaica, Mexico, United States of America, Brazil, Canada, United Kingdom and France. Campari Australia has also engaged with a third-party manufacturer in Australia to continue the local manufacture of Espolon RTDs.

The situation is similar for Campari Group products which are sold through Campari New Zealand. Coruba rum is shipped in bulk from Jamaica to New Zealand where it is made into ready-to-drink beverages by a third-party manufacturer.

COMPLIANCE RISK MITIGATION



Campari Group is committed to developing good business practices for its suppliers and distributors as well as its own activities and business units. Responsible and transparent sourcing from commercial partners with similar values is, in fact, a prerequisite for ensuring high-quality and safe products.



Campari Group drives sustainability compliance through its implementation of the Group's Supplier Code, embedded with Modern Slavery and human rights considerations, in all geographies. The Group sees responsible and transparent sourcing from commercial partners with similar values as a prerequisite for ensuring high-quality and safe products that create value in local economies.

Campari Group has a risk management system in place for its own operations which is managed by its Internal Audit function and is aimed at identifying, assessing, managing and monitoring potential events or situations that could impact Campari Group's activities and the achievement of its objectives. The risk management system also captures and monitors compliance, and personnel management, in terms of both health and safety, guaranteeing workers' rights and identifying environmental risk. Campari Group reserves the right to verify suppliers' compliance with this Code, to

monitor their performance and operations in this regard, and to terminate any agreements in the event of violations of the Supplier Code, if considered necessary.

In addition, Campari Group has been a member of Sedex (Supplier Ethical Data Exchange) for many years, demonstrating its commitment to managing its supply chain responsibly and transparently. Sedex is the world's largest shared platform through which member users can report and share their commercial practices in the key areas of labour law, health and safety, environment, and business ethics. Campari Group uses Sedex to inform its risk assessments and mitigation. Campari Group encourages its suppliers to join Sedex to assist with due diligence assessment.

RISKS OF MODERN SLAVERY PRACTICES

Campari Australia continues to remain vigilant about modern slavery risks in its supply chain and operations.

During the Reporting Period, Campari Australia identified minimal risks of modern slavery within its operations and supply chain. Following the sale of the Derrimut manufacturing plant, Campari Australia has reduced direct exposure to modern slavery non compliance risks; however, this has also resulted in reduced direct control over suppliers engaged by third party manufacturers. We see this as the biggest exposure for Campari Australia and will continue to proactively monitor supplier risk profiles.

ACTIONS TAKEN BY CAMPARI AUSTRALIA

**& CAMPARI NEW ZEALAND LTD AND CAMPARI 612220 LTD
DURING 2025 TO REDUCE MODERN SLAVERY RISKS**

Further to the ongoing risk mitigation measures noted and implemented in Campari Australia's prior five reporting periods, during the Reporting Period, Campari Australia has consulted with other related entities to understand the further steps it can take to address modern slavery risks.

This Reporting Period is the third year in which Campari New Zealand is included in this Modern Slavery Statement, as a subsidiary body of Campari Australia.

During the Reporting Period, Campari Australia reviewed supplier engagement with Sedex, monitored the incorporation of modern slavery clauses into supplier contracts, including with its new third party manufacturer in Australia.

Further, specific training on supplier compliance with Modern Slavery was delivered to the Regional Procurement Team in 2025 to enable more team members to act with awareness and integrity. Campari Australia also evaluated participation in and feedback from modern slavery training programs.

ACTIONS TAKEN BY CAMPARI GROUP DURING 2025 TO REDUCE MODERN SLAVERY RISKS

During 2025, Campari Group continued to strengthen its efforts to reduce modern slavery risks by progressing toward its target of ensuring compliance with its Supplier Code for 95% of spend-based Tier 1 PR

suppliers and 60% of Tier 1 indirect suppliers by 2028. Results at the end of the Reporting Period are 88% coverage for PR suppliers and 32% for indirect suppliers across all regions.

In aligning with the global Campari Group efforts, the further steps which Campari Australia has identified to be undertaken over the next 12 months are:

1.	Operationalise Sedex requirements for higher risk suppliers Campari Australia and Campari New Zealand commits to strengthening implementation of Sedex registration requirements set out in its Supplier Code of Conduct.
2.	Embed a proportionate alternative due diligence process for smaller suppliers Where Sedex registration is not feasible, Campari Australia and Campari New Zealand commits to implementing a structured alternative due diligence approach using a Campari specific supplier questionnaire.
3.	Enhance internal capability and governance over supplier risk management Campari Australia and Campari New Zealand commit to continuing and refining modern slavery training for key staff involved in the selection of suppliers. This will include reinforcing accountability for supplier due diligence processes and ensuring modern slavery considerations remain embedded in onboarding and procurement practices.
4.	Review whistleblower policy

EFFECTIVENESS ASSESSMENT

During the Reporting Period, Campari Australia continued to utilise supplier information available through Sedex to support assessment of potential modern slavery risks across its supplier base. Consistent with requirements set out in Campari Australia's Supplier Code of Conduct, which includes expectations regarding Sedex registration, the focus during the Reporting Period shifted to strengthening implementation and practical application

of these requirements. This included reviewing supplier uptake of Sedex and considering appropriate approaches to support compliance, particularly for suppliers engaged by functions assessed as higher risk.

Whilst some of Campari Australia's larger suppliers are active Sedex members, the same cannot be said for smaller suppliers, especially those supplying point of sale assets and merchandise. This finding is a key driver for investigating alternative options to Sedex to ensure that, even if Sedex registration is not feasible, due diligence and accountability measures are still in place.

Campari Australia also continued to incorporate modern slavery compliance clauses into all new and renewing supplier contracts. These clauses reinforce supplier obligations to comply with applicable modern slavery laws, adhere to Campari Australia's ethical sourcing expectations, and cooperate with due diligence and risk management processes.

In addition, Campari Australia and Campari New Zealand developed and delivered tailored modern slavery training to key staff and functions, with the objective of strengthening internal capability to identify, understand and manage modern slavery risks. This training was embedded into the onboarding program for all new employees, supporting a consistent baseline understanding of modern slavery risks, reporting pathways and supplier engagement expectations across the organisation.

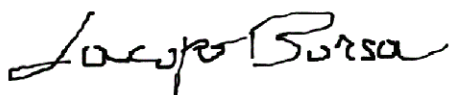
In addition, Campari Group checks the compliance of all its operating units against its human rights commitments by monitoring and analysing its grievance mechanisms as appropriate. As reported in Campari Group's 2025 Sustainability Statement contained in the Group Annual Report, there were no reports of human rights violations.

CONSULTATIONS WITH SUBSIDIARIES

Campari Australia contacted and consulted with relevant employees who work on the Campari New Zealand business, to gauge areas of concern of modern slavery risks. In addition, the leadership team in New Zealand was reminded of the requirement to report and asked for feedback on potential areas of risk.

APPROVAL & SIGNATURE

This **Modern Slavery Statement** has been approved by the board of **Campari Australia Pty Ltd** (ABN 72 137 554 726, the reporting entity) on 13TH June 2026 and is signed below for and on behalf of both Campari Australia Pty Ltd, and **Campari New Zealand Ltd** to indicate that approval:



Jacopo Borsa
Managing Director

13.06.2026

APPENDIX

MANDATORY REPORTING CRITERIA

Criterion	Disclosure Reference
1. Identify the reporting entity	Campari Australia Pty Ltd (ABN 72 137 554 726), per the first paragraph of the Statement Campari New Zealand Limited (company number 8125964) on page 5, in the 10th paragraph of section Structure and Operations
2. Describe the reporting entity's structure operations and supply chains	Structure and Operations section, and Campari Group Supply Chain section
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Risks of Modern Slavery practices section
4. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks including due diligence and remediation processes	Actions taken by Campari Australia and Campari New Zealand to reduce Modern Slavery risks section
5. Describe how the reporting entity assesses the effectiveness of these actions	Effectiveness Assessment section
6. Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	Consultations with Subsidiary section
7. Provide any other relevant information	None required



Note:

Please note that this **Modern Slavery Statement** has been prepared and published in compliance with the requirements of the Modern Slavery Act 2018 and is accurate and correct as at 13th June 2026, the date of publication. The purpose of the statement is to provide general non-financial information only with the aim to illustrate to Campari Australia's stakeholders its steps taken in the 2025 calendar year to address Modern Slavery concerns. Interested stakeholders may choose to review the Campari Group's **Sustainability Report**, available on the Campari.com website, to review the Campari Group's global strategy and direction in this and other sustainability matters.

CAMPARI GROUP

camparigroup.com