



A message from the CEO

At Starbucks Australia, we are committed to conducting our business ethically, responsibly, and with respect for fundamental human rights. Modern slavery—including forced labour, human trafficking, and exploitative workplace practices involving the removal of a person’s freedom to leave—has no place in our operations or supply chains.

We recognise that our efforts to mitigate modern slavery is an ongoing responsibility with more to do over the coming years to mature our approach to mitigating modern slavery. In the year ahead, our focus will centre on our risk assessment processes and considering ways to drive continuous improvement.

This statement reflects our commitment to acting with integrity and accountability, and to contributing to the global effort to eradicate modern slavery

1 About this joint Modern Slavery Statement

This Modern Slavery Statement (**Statement**) is made jointly pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (**Act**) by RG Withers Coffee Pty Ltd (ABN 50 678 949 847) (**RG Withers**) and Starbucks Coffee Australia Pty Ltd (ABN 73 169 062 926) (together, **Starbucks Australia, we, us, our**) in respect of our actions taken to assess and address modern slavery risks in our operations and supply chains from 1 July 2024 to 30 June 2025 (**Reporting Period**).

In line with our values of *Craft, Courage, Results, Belonging & Joy*, we remain committed to identifying the risks of modern slavery in our operations and supply chains and being open about areas of our business that require continuous supervision and improvement. We seek to minimise the occurrence of modern slavery and we are dedicated to acting with integrity and transparency in all aspects of our business.

2 Our Structure, Operations and Supply Chains

2.1 Structure

On 24 September 2024, RG Withers acquired 100% of the issued share capital of Starbucks Coffee Australia Pty Ltd. The principal continuing activity of RG Withers is the operation of Starbucks coffee stores in Australia. RG Withers does not have any employees or transact in any other manner. Its sole purpose is to own and control Starbucks Coffee Australia Pty Ltd.

Starbucks Coffee Australia Pty Ltd is a company incorporated and domiciled in Australia. It does not own or control any other entities.

Starbucks Coffee Australia Pty Ltd operates Starbucks Australia stores in Australia through a license arrangement from the US-based Starbucks Corporation.

2.2 Operations

Founded in 1971, the Starbucks franchise originated in Seattle, United States. Today the franchise has stores globally in over 89 countries, which includes a mix of company-owned stores and licensed stores.

Our stores are owned and operated by Starbucks Australia and are located across New South Wales, Victoria, Queensland and Western Australia. As at 30 June 2025, Starbucks Australia had 85 Australian stores. Our support office is located in Collingwood, Victoria.



Starbucks Australia employs more than 1,400 partners across our support office and store network, as outlined below:

Work Type	Support Office	Stores	Total
Full Time	43	154	197
Part Time	-	1,261	1,261
Total	43	1,415	1,458

Our partners occupy a wide variety of roles. The types of roles performed in our stores include:

Barista: A barista is responsible for preparation of hot and cold beverages, cash register transactions, store cleanliness, product merchandising and customer service.

Shift supervisor: A shift supervisor performs all the duties of a barista, as well as directs the work of others and assists with ordering and accounting. A shift supervisor is required to be at least 18 years of age.

Assistant store manager: An assistant store manager assists the store manager with general operations and may be required to operate as a barista from time to time as required by operational demands. An assistant store manager is a salaried position and a full time assistant store manager is scheduled to work at least 38 hours each week.

Store manager: The store manager is ultimately in charge of all store operations and directs the work of the assistant store manager(s), shift supervisors and baristas. The store manager is responsible for personnel decisions, scheduling, payroll and fiscal decisions. A store manager is a salaried position and a full time manager is scheduled to work at least 38 hours each week.

Partners in our support office perform roles to support our partners (employees) in store in providing customer connections. These roles are predominately split into functional areas, Category and Marketing, Supply Chain, Information Technology, Operations, Partners and Culture, Finance, Property, Payroll, Accounts Payable, Accounts Receivable, Finance Manager, Project Managers, Store growth new District Managers/operations team and the Executive team.

2.3 Supply Chains

(1) Starbucks Corporation – global supply chain

Starbucks Corporation supplies us with the packaged Arabica coffee beans used in our stores, as well as cocoa and tea. The sourcing markets for cocoa are Ghana and Ivory Coast.¹ The sourcing markets for tea are Argentina, China, India, Indonesia, Kenya, Malawi, Rwanda, Sri Lanka and Uganda.² Arabica beans are sourced from the countries listed below:³

¹ <https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-96646.pdf>

² <https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-96648.pdf>

³ <https://content-prod-live.cert.starbucks.com/binary/v2/asset/137-96647.pdf>



SOURCING MARKETS	
BRAZIL	MALAWI
CHINA	MEXICO
COLOMBIA	NICARAGUA
COSTA RICA	PANAMA
DOMINICAN REPUBLIC	PAPUA NEW GUINEA
DR CONGO	PERU
EAST TIMOR (TIMOR-LESTE)	PUERTO RICO
EL SALVADOR	RWANDA
ETHIOPIA	TANZANIA
GUATEMALA	THAILAND
HONDURAS	UGANDA
INDIA	UNITED STATES
INDONESIA	VIETNAM
KENYA	ZAMBIA

These beans are roasted at Starbucks Corporation’s roasting facilities and then they are packaged and sent to Starbucks locations around the world.

In addition to packaged coffee, cocoa and tea, Starbucks Corporation also supplies us with:

- a range of items not for resale used for store development purposes such as:
 - coffee machines from Switzerland;
 - furniture from China and Asia Pacific;
 - fixtures and equipment from the United States and Germany; and
- items for resale such as:
 - smallwares and serveware from the United States, Asia Pacific, China and Latin America;
 - beverage components from Japan, Asia Pacific, United Kingdom, and the United States;
 - paper/plastic products from China, Asia Pacific and the United States;
 - packaged tea from China, Japan and the United States;
 - themed merchandise from China and Asia Pacific.

In relation to the procurement of manufactured goods and services, including beverages, food, merchandise, equipment and furniture, Starbucks Corporation partners with manufacturing factories in 42 countries globally, involving more than 156,000 workers.

(2) **Starbucks Australia - local supply chain**

During the Reporting Period, Starbucks Australia’s procurement spend was approximately \$132 million from approximately 380 suppliers primarily supplying goods and services in the following categories:

- (a) **Food and Drink Products** – dairy, plant-based milk alternatives, syrups, nuts, fruit, sauces and condiments, baked goods, fresh food, poultry
- (b) **Hospitality Equipment and Machinery** – commercial cooking equipment and repairs, food appliances, commercial refrigeration and air conditioning
- (c) **Information Technology and Telecommunications** – computer software and hardware, internet, landline, tech support and mobile provider
- (d) **Products** – office supplies, corporate merchandise, furniture, Starbucks merchandise, first aid equipment, cardboard packaging
- (e) **Facilities and Utilities** – rent, cleaning services, utilities, waste management, recycling collection, laundry services, security, construction, steel and aluminium portable barriers, maintenance and shopfitting services



- (f) **Corporate Administrative Services** – storage and distribution, car leases, license fees, printing services, learning management system
- (g) **Professional Services** – payroll services, marketing, recruitment, legal, auditors and accounting services and consultants

The majority of Starbucks Australia's direct suppliers are based in Australia. Many of these suppliers, however, are likely to rely on global supply chains in their provision of goods and services to us.

3 Risks of modern slavery practices in operations and supply chains

In seeking to assess the modern slavery risks in our operations and supply chains, we applied the United Nations Guiding Principles on Business and Human Rights (**UNGPs**) to consider the potential for our business to cause, contribute to, or be directly linked to adverse human rights impacts. In doing so, we looked at:

- the risk that our operations may directly result in modern slavery practices;
- the risk that our operations and/or actions in our supply chains contribute to modern slavery; and
- the risk that our operations, products or services are connected to modern slavery through the activities of another entity, including business partners.

3.1 Modern slavery risks in our operations

Given the fact that our operations are based entirely in Australia, our geographic risk for modern slavery is low according to the Global Slavery Index. This ranking does not mean that modern slavery does not exist in Australia, but rather, that there is a lower prevalence of, and vulnerability to, modern slavery by virtue of a number of factors including the strong rule of law and robust industrial relations laws and regulations.

The risk of modern slavery occurring in our direct employment of partners also is low having regard to our compliance with the Fast Food Award rates and the legal framework regulating employment practices in Australia.

We recognise that modern slavery exists at the extreme end of a continuum of exploitative practices. This continuum includes: forced labour, the worst forms of child labour, debt bondage, exploitative practices (including excessive overtime), abusive working and living conditions, discrimination, restriction of movement, retention of personal documents, withholding wages and deceptive recruitment. Australia is not immune to these exploitative practices and there are heightened risks in relation to the hospitality sector, which employs potentially vulnerable categories of workers such as young people and migrants on temporary visas with limited English language skills. Our policies and procedures are designed to manage the risk that our partners' rights, including the right not to be enslaved, are protected.

3.2 Modern slavery risks in our supply chains

Our most salient modern slavery risks are present in our direct and indirect supply chain, which includes a broad range of suppliers from various industries, including those generally considered at higher risk for modern slavery by virtue of their sector risk and/or the higher risk components and raw materials that form part of the products manufactured in the sectors.

- Coffee
- Cocoa
- Tea



- Food
- Merchandise
- Cleaning services
- Uniforms
- Machinery and equipment
- Construction, shopfitting and maintenance

Risks in the supply chain of products supplied by Starbucks Corporation

As noted in the Starbucks first enterprise-wide Human Rights Impact Assessment published in December 2023, Starbucks Corporation identified forced labour and child labour as salient risks to its supply chain in manufacturing and agriculture, from tier 1 (direct) suppliers to raw materials or commodities used in its supply chain, as well as in the use of outsourced, contracted or subcontracted labour.⁴

SALIENT RISK	PARTNERS	SUPPLY CHAIN
Forced Labor & Child Labor		●
Fair Wages	●	●
Adequate Living Standard	●	●
Assembly & Association	▲	●
Working Conditions & Hours	●	●
Discrimination		●
Healthy Environment		●
Rights of Mothers & Children		●
Privacy		
Freedom of Religion & Expression		
Land Rights		
Right to Life & Security of Person	●	●
Arbitrary Arrest		●

“Women, children, older workers and migrant workers are particularly vulnerable to adverse impacts in many of these supply chains. Some of these impacts are driven by broader factors, such as a lack of basic social services and protection, inadequate infrastructure, barriers to educational opportunities and market volatility. Climate change and other environmental factors also play a significant role in driving or exacerbating many of these adverse human rights impacts.”⁵

As outlined in the Starbucks 2024 Global Impact Report published in 2025, C.A.F.E. Practices requires each supply chain to undergo reverification regularly. The program represents more than 440,000 farms around the world. The table below, extracted from the 2024 Global Impact Report, lists the non-conformities brought to the attention of Starbucks Corporation during FY24. For each zero-tolerance non-conformity, Starbucks Corporation require swift action, including where appropriate, providing remedy for the impacted individuals.⁶

⁴ https://about.starbucks.com/uploads/2023/12/Starbucks-Human-Rights-Impact-Assessment_December-2023.pdf

⁵ Page 7, Human Rights Impact Assessment (December 2023)

⁶ <https://about.starbucks.com/uploads/2025/05/Starbucks-Fiscal-2024-Global-Impact-Report.pdf>



Coffee Supply Chains

Zero-Tolerance Indicator	FY24	FY23
# Nonconformities related to wage practices	65	89
# Nonconformities related to traceability requirements	27	42
# Nonconformities related to child labor	56	59
# Nonconformities related to labor intermediaries	4	4
# Nonconformities related to transparency requirements	4	2
# Nonconformities related to banned pesticides	19	56
# Nonconformities related to forced labor, abuse, or unethical recruitment practices	2	5
# Nonconformities related to deforestation	1	12
Total # nonconformities	178	269
% of FY23 nonconformities that have been remediated or closed by FYE	84%	34%
% of FY24 nonconformities that have been remediated or closed by FYE	37%	—

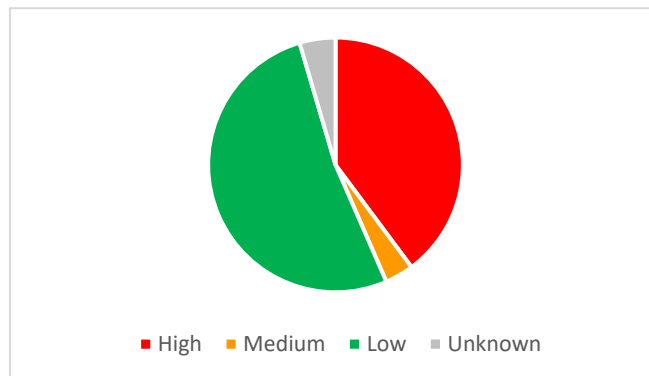
Risks in the supply chain of goods and services procured by Starbucks Australia

As noted under part 2.3(2), our tier 1 suppliers include businesses in Australia supplying us with dairy, plant-based milk alternatives, syrups, nuts, fruit, sauces and condiments, baked goods, fresh food and poultry. Suppliers of these products have supply chains with heightened inherent risks of modern slavery predominately due to sector risks linked to agriculture, horticulture, food production and meat processing.

We considered the most recent modern slavery statements published by suppliers in this procurement category to better understand the modern slavery risks beyond our second tier. As noted in the modern slavery statement of one of our dairy product suppliers, the risks in the sector primarily relate to the use of migrant and seasonal workers on farms due to transient labour and arduous working conditions on the farm. Labour hire was identified as a challenging issue in the business of another dairy product supplier due to their limited visibility and control over how labour hire workers are engaged, treated and remunerated. These insights brought to light how modern slavery risks become heightened in the fourth tier of our supply chain of food and drink products procured from businesses in Australia.

Like all businesses we also have modern slavery risk in our IT and telecommunications supply chains. While the specific risks may depend on the sector, the most prevalent types of modern slavery relevant to the above sectors include, but is not limited to, forced labour and child labour, debt bondage, poor working conditions and hours, gender-based violence and deceptive recruitment practices associated with the use of subcontractors and labour hire agencies.

A risk assessment of our 2025 supplier list (excluding products supplied by Starbucks Corporation) by inherent industry risks for modern slavery identified the following breakdown of suppliers by risk levels:



For the purposes of the risk assessment, the industries considered to have higher risks for modern slavery included: general supplies (mugs, chemicals, plates, cutlery), beverages, car leases,



construction, dairy, distribution, equipment, food, freight, furniture, property maintenance, laundry services, logistics, shopfitting. IT hardware, transport, corporate merchandise and uniforms, utilities, and waste collection. The industries considered to have moderate or lower risks for modern slavery included: audit services, consultants, customer insights, events management, first aid training, legal services, marketing, payroll services, tech support and telecommunications.

4 Actions to assess and address modern slavery risks

4.1 In our operations

During the Reporting Period, our Starbucks Partner Guide (Guide) continued to apply. This Guide articulates our shared commitment to treat all partners with respect and dignity. It also provides transparency and processes in relation to total pay and benefits.

Starbucks Australia continued the implementation of the following risk management controls:

- Centralised payroll systems to enhance oversight and monitor for any instances of payroll non-compliance
- Comprehensive right to work checks
- Regular internal and external auditing to ensure our payroll complies with statutory requirements

4.2 In our supply chain

One of the primary means by which we continue to assess and address the potential risk of modern slavery in our supply chain is through our contracting process with our suppliers. We recognise that our leverage with suppliers is strongest at the time of negotiating a contract. During the Reporting Period, we continued to have modern slavery terms into agreements with suppliers where possible. The terms require suppliers to take all reasonable steps to ensure that the goods or services ultimately provided to us are not the product of modern slavery. Suppliers are required to notify us as soon as practicable upon becoming aware of modern slavery in their operations or supply chain.

With the support of external subject matter experts, we:

- refreshed our desktop risk assessment of our direct suppliers by reference to sector risk and procurement spend.
- considered the modern slavery statements of our direct suppliers in the food and beverage category to gain a better understanding of the risks they have assessed and the actions they are taking to mitigate those risks.

A significant proportion of our supply chain relies on products from Starbucks Corporation which implements a number of ethical sourcing measures, including *C.A.F.E. Practices* (Coffee and Farmer Equity Practices)⁷, sourcing tea from Rainforest Alliance certified farms⁸, collaborating with NGOs in support of sustainable cocoa⁹ and on-site factory assessments for manufactured goods.¹⁰ Starbucks Corporation's report in relation to its actions during FY25 is here: [Statement on Modern Slavery, Forced Labor and Child Labor](#).

⁷ <https://stories.starbucks.com/press/2020/caffe-practices-starbucks-approach-to-ethically-sourcing-coffee/>

⁸ <https://www.starbucks.com/responsibility/sourcing/tea/>

⁹ <https://www.starbucks.com/responsibility/sourcing/cocoa/>

¹⁰ <https://www.starbucks.com/responsibility/sourcing/store-products/>



In relation to the products supplied to us by Starbucks Corporation, it discloses various safeguards, including policies and controls, to operationalise ethical sourcing and protection of human rights:

- [Global Human Rights Statement](#)
- [Standards of Business Conduct](#)
- [Corporate Governance](#)
- [Global Impact Report 2024](#)
- [Starbucks Social Responsibility Standards for Manufactured Goods and Services - Starbucks Global Supply Chain and Food Safety Product Quality \(Standards Self Sourcing Compliance\)](#)
- [Supplier Code of Conduct](#) (revised December 2024)
- [Coffee and Farmer Equity \(C.A.F.E.\) Practices](#)
- [California Transparency in Supply Chains Act](#)
- [Conflict Minerals Policy Statement](#)

4.3 Remediation

Local

Partners can raise concerns, including in relation to modern slavery, using the reporting channels set out in the Starbucks Partner Guide. Our grievance handling process is conducted by the following four principles:

Confidentiality - only partners directly involved in making or investigating a complaint will have access to information about that complaint.

Impartiality - both sides will have a chance to tell their side of the story. No assumptions will be made and no action will be taken until all relevant information has been collected and considered.

Free from repercussions - no action will be taken against anyone for making a genuine complaint or helping someone to make a complaint. Starbucks will take all necessary steps to ensure that no victimisation occurs against anyone who makes a complaint.

Timeliness - All complaints will be dealt with as quickly as possible. The aim is to resolve all complaints within 4 weeks unless not practicable to do so.

The Starbucks Ethics & Compliance WebLine (www.starbucks.com/helpline) supports and provides a safe and confidential environment, protecting partners who raise concerns about actual, suspected or anticipated wrong doing within Starbucks Australia. Modern slavery is a subject matter that can be reported via the WebLine.

International

In the event any non-compliance in its C.A.F.E. Practices program, Starbucks Corporation reports that it will collaborate with the farm to develop an appropriate remediation plan, which may involve suspending purchases from the farm until it can meet and uphold the standards of Starbucks



Corporation.

If we found that our business had caused or contributed to modern slavery, we would take guidance from the UNGPs, which provides that businesses in this situation need to remediate the impact by taking a person-centred approach by protecting the safety, privacy and wellbeing of the impacted person. We would undertake a full investigation of the situation to ensure that an appropriate corrective action plan is implemented and assess how similar impacts could be avoided in the future.

5 Assessing the effectiveness of actions

As mentioned in our previous modern slavery statements, our approach to assessing effectiveness includes the setting of goals each year and tracking our progress those goals each year. The table below outlines the goals for 2025 and an overview of the progress during the Reporting Period.

Goal for 2025	Progress
In 2024, a global committee with oversight of [insert topics], including modern slavery, was formalised. The aim for 2025 was to progress the framework and structure of the committee.	Initial set up and structure progressed in 2025 with objectives to be set for the 2026 year.
Identify and engage with select direct suppliers operating in higher risk sectors to develop a better understanding of the modern slavery risks in their supply chains	We considered the modern slavery statements of our food and beverage suppliers and gained awareness of the risks salient to their supply chains. We identified a supplier that is likely to be a reporting entity but has not submitted a statement for a few years. We will engage with this supplier regarding the non-compliance and the risk assessments they have undertaken to date.
Publish our Modern Slavery Policy and provide training on the Policy to our partners	Training on the Modern Slavery Policy was delayed. This will remain a future goal for us.

During the next reporting period, we will seek to mature our approach to supply chain due diligence in collaboration with the global committee and Starbucks Corporation’s Global Human Rights Advisor and identify areas of alignment in terms of training, policies and risk assessment processes.

6 Approval

This Statement was approved by the board of directors of Starbucks Australia and RG Withers on 25th February 2026 and signed by a responsible member on behalf of the board of RG Withers, the higher of the two reporting entities making this statement.

Michael J. Smith

Director

25/02/2026



Modern Slavery Act 2018 (Cth) – Statement Annexure

Mandatory criteria	Page number/s
1. Identify the reporting entity.	1
2. Describe the reporting entity's structure, operations and supply chains	1-4
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity	4-6
4. Describe the actions taken by the reporting entity to assess and address these risks, including due diligence and remediation processes.	6-8
5. Describe how the reporting entity assesses the effectiveness of these actions	8
6. Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls	N/A