



DOORDASH

DoorDash Technologies Australia Pty Ltd

Modern Slavery Statement

2024



Table of Contents

Introduction.....3

Applicable Legislation and Mandatory Criteria for Modern Slavery Statements..... 4

Modern Slavery Act: Compliance with Reporting Criteria.....5

 Reporting Criteria #1: Modern Slavery Reporting Entity..... 5

 Reporting Criteria #2: Structure, Operations, Supply Chains and Code of Conduct.....5

 (i) DoorDash Australia: Structure.....5

 (ii) DoorDash Australia: Operations.....5

 (iii) DoorDash Australia: Supply Chain.....6

 Reporting Criteria #3: Potential Modern Slavery Risks in Our Operations and Supply Chain..... 6

 (i) FTE’s & STC’s..... 7

 (a) FTE’s..... 7

 (b) STC’s.....7

 (c) Visas..... 8

 (ii) Dashers..... 8

 (iii) Merchants..... 9

 (iv) Suppliers..... 10

 Reporting Criteria #4: Addressing Modern Slavery Risks..... 11

 A. Managing Risks in Our Operations..... 11

 B. Managing Risks with Dashers..... 12

 C. Managing Risks with Our Merchants.....13

 Contracting Practices:..... 13

 Community Guidelines:.....14

 Code of Conduct:..... 14

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

Support..... 15

D. Managing risks in Our supply chain..... 15

Reporting Criteria #5: Assessing Effectiveness..... 16

Reporting Criteria #6: Consultation and approval process..... 17

Reporting Criteria #7: Other relevant information..... 17

Sign off..... 17

Introduction

This Modern Slavery Statement (the "**Statement**") has been prepared by DoorDash Technologies Australia Pty Ltd (ABN 96 634 446 030) ("**DoorDash Australia**", "**We**" or "**Our**").

This Statement sets out Our ongoing commitment to identifying, assessing, and addressing the risks of modern slavery in Our operations and supply chains. This Statement outlines the steps taken by DoorDash Australia during the 2024 financial year to identify, assess, understand and mitigate potential modern slavery risks, in accordance with Our obligations under the *Modern Slavery Act 2018* (Cth) (the "**Act**"). We recognise the importance of safeguarding human rights and as a business. We are committed to promoting ethical and responsible business practices.

In line with Our commitment to continuous improvement, DoorDash Australia has worked on implementing a due diligence framework that includes supplier risk assessments, contractual obligations requiring compliance with applicable labour and human rights standards, and ongoing monitoring of supply chain and corporate governance practices. DoorDash Australia’s modern slavery governance is overseen by an internal steering committee, which includes key legal and human resources leads, in addition to other employees, contractors and external expert consultants (the "**Modern Slavery Steering Committee**").

Applicable Legislation and Mandatory Criteria for Modern Slavery Statements

DoorDash Australia prepared this Statement in accordance with the mandatory criteria set forth in the Act. This Statement covers Our activities during the year ending 31 December 2024 (the “**Reporting Period**”). The table below identifies each of the mandatory criteria that each reporting entity must acknowledge, as set forth in Section 16 the Act.

Modern Slavery Act Requirement	Page
Requirement #1: Identify the reporting entity	4
Requirement #2: Description of the structure, operations and supply chains of the reporting entity	4
Requirement #3: Description of the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	7
Requirement #4: Description of the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	12
Requirement #5: Description of how the reporting entity assesses the effectiveness of such actions; and	16
Requirement #6: Description of the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under section 14, the entity giving the statement; and	17
Requirement #7: any other information that the reporting entity, or the entity giving the statement, considers relevant.	17

Modern Slavery Act: Compliance with Reporting Criteria

Reporting Criteria #1: Modern Slavery Reporting Entity

This Statement has been prepared by DoorDash Australia, a reporting entity under the Act. DoorDash Australia's corporate office is located in Melbourne, Victoria. DoorDash Australia has offices in both Melbourne and Sydney.

Reporting Criteria #2: Structure, Operations, Supply Chains and Code of Conduct

(i) DoorDash Australia: *Structure*

DoorDash Australia is wholly owned by DoorDash, Inc. ("**DoorDash Inc**"), a company headquartered in San Francisco in the United States of America. DoorDash Inc is listed on NASDAQ under the stock symbol '**DASH**'. DoorDash Australia launched its Australian operations in 2020. DoorDash Australia does not own or control any subsidiaries.

DoorDash Australia employs 147 full time employees ("**FTE(s)**"). DoorDash Australia has a core management team and board of directors located in Australia, which oversee and govern the day-to-day business operations of DoorDash Australia. DoorDash Australia's staff structure is a combination of both FTEs and short-term contractors ("**STC(s)**"). During the Reporting Period, 101 new individuals joined DoorDash Australia. This included 48 new FTEs and 53 new STCs. All FTEs were employed directly by DoorDash Australia. Most STCs were hired by third-party staffing solution providers.

(ii) DoorDash Australia: *Operations*

DoorDash Australia provides an online marketplace using web-based technology to connect independent contractors (known as delivery drivers or "**Dashers**"), restaurants and/or other businesses (including retail businesses) ("**Merchants**"), and Australian consumers through the DoorDash Australia online platform. The DoorDash Australia platform permits registered DoorDash Australia users to place orders for delivery of food and/or other goods ("**Goods**") from various Merchants, and to have those orders delivered to a nominated address by a Dasher.

DoorDash Australia typically facilitates delivery of such Goods through "*Marketplace*," which is Our digital platform most commonly known to the public. Under the Marketplace model, the sale and delivery of Goods are made available through DoorDash.com or the DoorDash application directly from a Merchant to consumer. DoorDash also offers "*Drive*," a white-label

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

product that provides delivery of Goods on behalf of Merchants, who have signed up to be a part of the Drive operations model. Under the Drive model, consumers order Goods directly from a Merchant website, and Dashers can accept an offer to deliver such Goods directly from the Merchant to a consumer. Dashers are authorised to deliver Goods in the geographic location(s) in which each Dasher is located.

(iii) DoorDash Australia: *Supply Chain*

During the Reporting Period, DoorDash Australia's direct (or "**Tier 1**") supply chain consisted of more than 88 suppliers. A limited number of international suppliers were utilised during the Reporting Period, with the vast majority of suppliers being Australian-based companies. Our international suppliers operate mostly in the United States of America.

Our suppliers are predominantly professional services firms, including research and consulting firms, interactive media and marketing (online and offline) companies, textile and design companies, IT consulting companies, and companies providing other goods and services, human resourcing & other employment services.

This Statement expands on the potential risks of modern slavery in Our operations and supply chains, and provides an overview of Our policies and requirements set in place as they relate to Our business partners and suppliers in order to ensure compliance with laws, regulations and Our ethical standards.

Reporting Criteria #3: *Potential Modern Slavery Risks in Our Operations and Supply Chain*

During the Reporting Period, DoorDash Australia undertook a general assessment to help better understand the potential for Our company to cause, contribute to, or be directly linked to modern slavery through its current operations and supply chains, and consider how we can continue to improve our practices. Although we understand that risks may lie (to various degrees) both within Our operations and supply chain, to the best of Our knowledge, no incidents of modern slavery were identified during the Reporting Period, either in Our operations or supply chain.

This Statement attempts to provide a high-level overview of the outcomes of this assessment below.

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

(i) FTE's & STC's

(a) FTE's

Our FTE's are based in Australia and are protected by local Australian laws and regulations, as well as DoorDash Australia's various internal policies.

DoorDash Australia is committed to ensuring that all of its FTE's are treated with respect, and are protected from discrimination and harassment while in the workplace. During the Reporting Period, DoorDash Australia continued to improve upon both its already established policies, and implemented new ones, including:

- Employee Code of Conduct
- Diversity & Inclusion Policy
- Whistleblower Policy
- Grievance Policy
- Sexual Harassment Policy

DoorDash maintains an online "*DoorDash Ethics and Compliance Center*" that is dedicated to fostering a culture of integrity, ensuring compliance with Our internal policies, laws and regulations, and empowering employees to make ethical decisions that reflect Our core values. DoorDash's policies and practices have been designed and implemented to help DoorDash maintain the highest business, legal and ethical standards. FTE's can report ethics violations or concerns through the following channels:

- **Ethics Hotline:** Calling the dedicated confidential hotline available to all FTEs.
- **Online Reporting System:** Submitting concerns regarding violations securely via the My Compliance Report website.
- **Direct Reporting:** FTE's are encouraged to report issues directly to their manager, the readily available #ask-ethics-and-compliance Slack channel, or the Australian Human Resources department.

In addition to the above, DoorDash Australia has an **Employee Assistance Program** that is free and available to all FTE's as part of their employment with DoorDash Australia.

(b) STC's

During the Reporting Period, DoorDash Australia engaged STC's through approximately 8 (eight) different third-party staffing

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

solution providers (“**Third-Party Staffing Providers**”). Third Party Staffing Providers were retained to engage STC’s across various business lines, including, security, marketing, telecommunications, public relations, policy and compliance. DoorDash Australia’s internal policies and procedures are applicable to these STC’s, who also have access to the same protections and grievance reporting mechanisms provided to all DoorDash Australia FTE’s.

Due to the nature of the agreement with STC’s, and the individuals employed under this model falling under the purview and procedures of DoorDash Australia’s resourcing partner (and not DoorDash Australia directly), we acknowledge that Our resourcing partners might potentially have policies, processes and protections that are not as robust as the ones adopted by DoorDash Australia. However, as previously outlined, Our resourcing partners instruct all STC’s of their need to acknowledge and comply with all of DoorDash Australia’s policies and guidelines. In addition, STC’s have access to DoorDash Australia’s Whistleblower Policy and can report any issues through that mechanism. Our resourcing partners are also subject to the DoorDash Australia Code of Conduct and, to date, no incidents have come to DoorDash Australia’s management’s attention from STC’s during the Reporting Period, to indicate that any violations as it relates to pay, discrimination, human rights and modern slavery have occurred.

DoorDash Australia continues to assess how it can enhance Our policies and procedures internally to ensure that any potential modern slavery related issues can continue to be freely raised by individuals and can be addressed promptly in order to create a safe and stable working environment for employees and contractors alike.

(c) Visas

During the Reporting Period, DoorDash Australia engaged approximately 9 employees through various categories of visas. DoorDash Australia has an internal Immigration team that works with external immigration consultants to ensure that DoorDash is compliant with all sponsorship and immigration law requirements. DoorDash Australia continues to update this practice yearly.

(ii) Dashers

Dashers are independent contractors who provide on-demand delivery services via the DoorDash Australia platform. DoorDash Australia recognises that some Dashers may be more vulnerable to some modern slavery risks. For example, Dashers who are students, from diverse backgrounds, or who are migrant workers, may have fewer immediate support networks, lower English language proficiency, or be unfamiliar with workforce laws within Australia. DoorDash Australia has implemented measures to support these Dashers, including robust onboarding requirements, language assistance and training and ongoing support. These are discussed in Our assessment of risks section.

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

Generally, in order to become a Dasher, individuals must meet certain requirements, including:

1. Review and execute DoorDash Australia's Independent Contractor Agreement;
2. Be at least 18 years old;
3. Have a valid driver's license (if driving);
4. Own a smartphone to use the DoorDash app; and
5. Pass a background check.

In some Australian jurisdictions, Dashers must also complete other requirements in order to unlock certain parts of the DoorDash Australia platform (for example, if Dasher's want to deliver alcohol, they must complete alcohol delivery training).

DoorDash Australia recognises that Dashers are or may be engaged in similar arrangements with other businesses in Australia. We do not restrict Dashers from performing services for other businesses, customers, or consumers, even if such businesses directly compete with DoorDash Australia.

Dashers receive payment per delivery completed with full disclosure of the amount payable to the Dasher, prior to the Dasher accepting the offer. In addition, Dashers have flexible hours - they choose when and where to work. DoorDash Australia does not dictate any Dasher hours. Dashers receive 100% of their tips that customers may provide to the Dasher from the app. During the Reporting Period, Dashers continued to be provided with occasional opportunities to earn bonus pay, or to earn more by completing offers as part of competitions.

DoorDash Australia is party to important proceedings in the Fair Work Commission which will set minimum standards for employee-like workers, including Dashers.

(iii) Merchants

DoorDash Australia partners with a large number of Australian-based Merchants. These Merchants sign up to the DoorDash Australia platform (typically through either a Master Services Agreement or a Sign-On Sheet), and once onboarded, they become a vital part of the DoorDash Australia ecosystem. While Merchants are not explicitly a supplier under the Act, DoorDash Australia believes that given their importance and impact to Our business, they should be held to a high standard of compliance with respect to modern slavery laws and regulations.

DoorDash Australia acknowledges that while We are committed to upholding ethical practices across Our platform, We face

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

limitations in Our ability to fully ensure that all independent Merchants operating on Our platform are in complete compliance with modern slavery laws. Given the nature of Our Marketplace and Drive models and the independence of Merchants, we do not have direct oversight of their internal operations. However, we remain dedicated to promoting awareness, requiring responsible business conduct, and exploring ways to improve visibility in this area wherever feasible.

The food services industry is considered a high-risk industry in Australia, where modern slavery risks and overt or discreet human rights violations may be more prevalent, especially as it relates to workers on temporary or work visas. DoorDash Australia recognises there is the potential that these risks can exist within a Merchant's business operations.

(iv) Suppliers

As in past years, during the Reporting Period a high-level risk assessment of DoorDash Australia's key suppliers was undertaken as part of the preparation of this Statement, based on the geographical location and type of goods or service provided to DoorDash Australia.

The country-based modern slavery risks are based on the Global Slavery Index and is influenced by the following factors:

- Governance issues;
- Lack of basic needs;
- Inequality;
- Disenfranchised groups; and
- Efforts of conflict.

Procurement categories were assigned to each supplier, based on the goods or services provided, and were then screened for five social risk categories:

- Labour rights & decent work;
- Health and Safety;
- Human rights; and
- Governance.

DoorDash Australia's direct supply chain consisted of more than 88 suppliers during the Reporting Period, with most of the suppliers being from Australia in the majority, and the remaining from the United States of America, and the Philippines. Both

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

Australia and the United States have robust human rights protections. While the potential for modern slavery in both jurisdictions is low, they are not without risk. However, the procurement category risk assessment indicated that DoorDash Australia did engage with suppliers from medium and low risk categories during the Reporting Period. These categories include:

- Advertising & Media services
- Support services
- Human Resources and Employment services
- Internet and Direct Marketing retail
- IT Consulting and other services
- Paper Packaging
- Research and Consulting services

While our initial review of direct Tier 1 suppliers did not reveal any countries or industries with an extremely high risk of modern slavery, we acknowledge that potential risks may exist deeper within our indirect supply chain (Tier 2 and beyond). For instance, DoorDash Australia's real estate providers—such as those offering co-working spaces—may be exposed to higher-risk sectors, including contracted services like cleaning. Additionally, Dashers typically purchase their own equipment and materials required to carry out delivery services. Although DoorDash provides the option to purchase branded gear through an official store, these purchases are voluntary, and DoorDash Australia does not have direct oversight of the sourcing or procurement of such equipment by Dashers.

Reporting Criteria #4: Addressing Modern Slavery Risks

A. Managing Risks in Our Operations

DoorDash Australia continues to seek expert external guidance on its internal policies and processes related to identifying and managing modern slavery risks. During the Reporting Period, DoorDash Australia updated its Employee Handbook, which includes important information and policies to support Our people in their work and set the standards of behaviours expected by DoorDash Australia. All policies and guidelines within the Employee Handbook apply to all FTE's and STC's, and must be complied with at all times. The Employee Handbook includes information on:

- Reporting criminal and other conduct;
- Anti-corruption and anti-bribery policy;
- Immigration law compliance;

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

- Equal employment opportunity, anti-discrimination, and bullying;
- Workplace health and safety; and
- Open door and whistleblower policies.

DoorDash Australia FTE's & STC's are expected to not engage in any conduct that results in a person being treated less favourably than others because of a certain characteristic or personal association the person has. Additionally, sexual harassment and workplace bullying is not permitted or tolerated. Any employee who engages in conduct contrary to these policies will be disciplined, up to and including dismissal. If employees feel they have been subject to unlawful discrimination, victimisation, harassment or bullying, they can speak with their manager, HR representative or seek support through the channels in the above-mentioned Ethics and Compliance Center. In short, FTE's and STC's can report concerns or issues through the Ethics and Compliance Center, including through ComplianceLine, a comprehensive reporting tool created by a third-party provider to assist management and employees to work together in addressing issues including fraud, abuse, and other misconduct in the workplace, all while cultivating a positive work environment. DoorDash has partnered with ComplianceLine to provide a safe and confidential place for FTE's and STC's to report concerns, or ask questions without the fear of retaliation. ComplianceLine is an independent organisation operating 24 hours a day, 7 days a week.

To manage risks within Our operations, DoorDash Australia also runs a 24/7 trust and safety operation, staffed to meet rigorous service level time targets. The DoorDash Trust and Safety team responds to safety-related incidents that occur on the DoorDash platform. A safety-related incident is one in which physical, psychological or emotional harm is done to people or property. These incidents, while rare, require a high level of scrutiny and care to ensure they are properly handled, victims are provided adequate support and bad actors are quickly removed from the platform.

The Trust and Safety support operation is equally available to all DoorDash customer audiences, Dashers, Merchants and customers. This program features an established process of triaging incident severity, recurring reporting, and escalation paths for DoorDash to take action. Trust and Safety representatives follow clear categorisation and escalation pathways, including notifying the Safe Work Regulator of applicable urgent incidents by a member of the Australian Leadership team

The staffing solutions third party provider has access to the whistle-blower policy, to escalate any issues or concerns.

B. Managing Risks with *Dashers*

During the Reporting Period, DoorDash Australia continued to build upon its current framework for compliance with modern slavery laws. Some of the highlights include:

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

- **Dasher Identity:** DoorDash Australia wants to ensure that Dashers are who they say they are. To this extent, to become a Dasher, DoorDash Australia requires Dashers to provide, amongst other things, a valid ABN and to pass a background check administered by a third-party vendor, subject to the Dasher's lawful consent. This is required prior to a Dasher being able to accept offers and is in compliance with the Australian Government's regulation for contractor responsibilities.
- **Dasher Support:** To support Dashers, DoorDash Australia provides a support function including a live chat function for general operations, and the Trust and Safety operation is available to escalate and report any issues. During the Reporting Period, DoorDash Australia continued to maintain this 24-hour support platform. This support platform assists Dashers with their accounts, health, safety, or legal concerns, insurance claims, payments and order support, amongst other matters. DoorDash Australia relies on the services of the Philippines contact centre. DoorDash Australia is not aware of any modern slavery concerns regarding its support partner in the Philippines and remains nonetheless committed to continuing to educate ourselves and Our employees on how to identify and report any modern day slavery concerns, should they arise.
- **Safety:** As part of the Food Delivery National Safety Principles, DoorDash Australia has set clear safety standards for Dashers. We have continued to strengthen Our road safety training for riders and drivers, and provided access to personal protective equipment, including reflective clothing. In line with the principles, Dashers are required to use registered vehicles and bikes that comply with safety standards and laws. These initiatives are well underway and continue to be rolled out across the platform.
- **Insurance:** Dashers are provided with no-opt-in required occupational accident insurance at no cost, to support Dashers if they're injured while delivering on the DoorDash Australia platform.
- **Pay:** Dashers are paid based on a per offer basis and are provided information about earnings before accepting an offer (delivery request) of what they will earn for each delivery, therefore can accept, or decline orders based on this. Transfer of payment occurs on a weekly or daily basis depending on the payout method chosen.
- **Language:** During the Reporting Period, DoorDash Australia continued to improve upon its app accessibility for Dashers. The DoorDash app now includes a language toggle feature, allowing Dashers to access the platform in multiple languages. This makes the app more accessible and user-friendly—particularly for migrant workers—by helping them better understand key information, navigate tasks, and engage with the platform confidently.

C. Managing Risks with Our *Merchants*

Contracting Practices:

During the Reporting Period, DoorDash Australia continued to focus on building strong relationships and agreements with its various

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

restaurant, retail and liquor merchant partners. As part of these agreements, DoorDash now requires that all Merchants operating in Australia, comply with ‘applicable laws’, as defined in each agreement. This requirement includes the Act, where applicable. In some cases, DoorDash Australia has called out the Act expressly. In the coming year, DoorDash Australia will assess how it can best audit and ensure that Merchants (a) comply with the applicable laws provision in their respective contracts (which typically includes language with respect to regulations); and/or (b) include an express compliance with modern slavery clause provision in Merchant agreements.

Community Guidelines:

In addition, DoorDash Australia expects that when using the DoorDash platform, customers, Merchants and partners treat everyone - including other users, members of the community, and DoorDash representatives - with respect, put safety first, and abide by all local laws and regulations. Merchants are expected to comply with [DoorDash’s Community Guidelines](#). The Community Guidelines focus on:

- Respect
- Safety
- Authenticity
- Integrity

Code of Conduct:

DoorDash Australia expects Our partners to share in Our core values, particularly those related to ethical practices. Our Partner Code of Conduct (as updated from time to time) (“**Code of Conduct**”) generally applies to all Our partners and their personnel, outlining key obligations in areas relevant to modern slavery risks. The Code of Conduct is [publicly available](#), and covers the following matters:

- [Labour, Health, and Safety:](#)
 - Partners must comply with all labour laws, including minimum wage and working hour standards.
 - Forced, involuntary, or child labour is strictly prohibited.
 - Safe, healthy working conditions and anti-discrimination practices are mandatory.
 - Partners must operate in an environmentally responsible manner.
- [Ethical Conduct](#)
 - Bribery, corruption, and unfair business practices are not tolerated.
 - Gifts or payments made to gain improper business advantage, including facilitation payments, are prohibited.
 - Partners must uphold fair competition and comply with trade laws.
- [Confidentiality and Privacy](#)
 - Partners must protect personal and confidential information in line with data privacy laws.
 - DoorDash’s proprietary information must not be disclosed or misused.

DoorDash Technologies Australia Pty Ltd - 2024 Modern Slavery Statement

- Record Keeping
 - Honest and accurate records must be maintained.
 - Falsified documents or misleading accounting practices are forbidden.
- Enforcement
 - Violations of the Code may lead to termination of the business relationship.
 - Conduct affecting the customer experience or DoorDash's brand can influence platform visibility and partnership terms.

We take pride in Our Code of Conduct, and will continue to ensure that it is updated to reflect any additional values that We expect Our partners to hold when partnering with DoorDash Australia.

Support:

Merchants have access to the DoorDash Trust and Safety Support operation, to raise and escalate issues to the DoorDash contact team, on a 24/7 basis. Any issues which are raised through this platform are categorised by priority and addressed by the DoorDash Australia team. Merchants are not obliged to accept orders from the DoorDash Australia platform and can accept or deny orders. Merchants are provided with an estimated amount of time it will take to create the order from DoorDash Australia, however Merchants can adjust this amount of time, reducing pressure and providing feedback to DoorDash Australia. Onboarding training and assistance is provided to Merchants. Merchants can additionally request additional and more robust onboarding training from DoorDash Australia, if they have a significant number of staff and require additional support.

D. Managing risks in Our *supply chain*

DoorDash Australia's Partner Code of Conduct requires all Merchants, vendors, suppliers and other business partners to operate with the highest degree of integrity and in compliance with applicable laws. This includes maintaining high workplace, health and safety standards, and ensuring no forced, involuntary or child labour exists within their business operations.

DoorDash's procurement team is responsible for partnering with corporate stakeholders to ensure that vendors meet Our standards of security and ethics. In advance of initiating the process to on-board vendors onto Our systems, Our business partners will need to be ready to upload mutually agreed upon contractual terms that have been reviewed and approved by Our appropriate legal and procurement teams.

Reporting Criteria #5: Assessing Effectiveness

During the Reporting Period, DoorDash Australia's Modern Slavery Steering Committee continued to identify, assess, and address the risks of modern slavery within Our operations and supply chains.

- **Contracts:** Reviewing terms in contracts between DoorDash Australia and key partners to ensure that, at a minimum, compliance with applicable laws provisions are implemented, and where possible, including express modern slavery provisions.
- **Modern Slavery Policy Implementation & Training:** DoorDash implemented a robust Human Rights Modern Slavery Policy during the Reporting Period which employees were required to review, acknowledge and sign. DoorDash also has introduced mandatory training for all employees, particularly for senior personnel and executives with governance, procurement, and WHS responsibilities.
- **Risk Assessment and High-Risk Suppliers:** During the Reporting Period, DoorDash personnel visited Our sites in the Philippines, with a specific focus on training, and ensuring teams were fully equipped to perform their respective roles.
- **Governance and Oversight:** DoorDash Australia expanded & strengthened its Modern Slavery Steering Committee in 2024, by onboarding its head of HR for DoorDash Australia and its lead legal counsel for employment, labour and industrial relations into the Modern Slavery Steering Committee, and also increasing the cadence of meetings. This has proven to be immensely beneficial to the structure, productivity and output of the Modern Slavery Steering Committee. In 2024, DoorDash also sought the guidance of external legal advisers as key advisors of the Modern Slavery Committee.

We recognise Our responsibility under the Act and are committed to ensuring Our business practices do not contribute to, or become directly linked with, modern slavery.

As Our understanding of modern slavery risks evolves, we are focused on enhancing the effectiveness of Our governance frameworks, including the policies, procedures, and due diligence processes designed to prevent and mitigate these risks. This includes ongoing evaluation of the systems we have in place to monitor and measure their impact.

The forward-looking commitments set out in this Statement reflect DoorDash Australia's intention to continuously improve Our approach to managing modern slavery risks. These initiatives are designed to support a more robust, transparent, and accountable framework that meets both Our regulatory obligations and Our broader commitment to ethical and responsible business conduct.

Reporting Criteria #6: Consultation and approval process

This Statement has been reviewed by DoorDash Australia's management team and the DoorDash Australia Modern Slavery Steering Committee. Relevant individuals from DoorDash Inc were also consulted when preparing this Statement.

Reporting Criteria #7: Other relevant information

DoorDash Australia has engaged external consultants to assist with continuing to improve its modern slavery prevention practices, and to assist with implementing actions in accordance with its internal modern slavery road map, which will allow DoorDash Australia to continue to build upon and improve Our approach to identifying and managing potential modern slavery risks in Our operations and supply chain.

During 2025, DoorDash Australia intends to improve its modern slavery compliance practices by implementing the following:

- **External Modern Slavery Policy:** Prepare, review and finalise a robust, external facing modern-slavery policy.
- **Declaration Letters:** Prepare and send modern slavery compliance declarations letters to key suppliers, detailing DoorDash Australia's position on modern slavery, and requesting a signed acknowledgement of such letters.
- **Code of Conduct:** Update the DoorDash Australia Code of Conduct to expressly state that DoorDash Australia expects all partners, Merchants and vendors to comply with DoorDash's Modern Slavery Statement.
- **Dasher:** Continue to monitor and uphold robust right to work and identity verification checks as part of the Dasher onboarding process. DoorDash also intends to send proactive communications to Dasher's to ensure that they are aware of where they are able to report violations of DoorDash's modern slavery policy.
- **Governance:** Ensure FTE's and STC's are updated and kept informed of the channels available to them to report breaches of modern slavery, and to continue to support and improve upon Our "speak up" culture at DoorDash Australia.

Sign off

This Statement was approved by the principal governing body of DoorDash Australia, and is signed by a responsible member of DoorDash Australia, in each case, as defined by the *Modern Slavery Act 2018* (Cth).

Signed by:

 AD5AD20960994BD...

Simon Rossi

Director, DoorDash Technologies Australia Pty Ltd

Dated: June 28, 2025