

HR-46-Modern Slavery Statement

Introduction

Brown Brothers Milawa Vineyard ACN. 005349 235 trading as Brown Family Wine Group condemns any forms of modern slavery and is committed to preventing and addressing modern slavery and human trafficking in its operation This statement is made pursuant to section 13 (1) of the Modern Slavery Act 2018 (Cth)

Scope

All of Brown Family Wine Group's operational and supporting activities, as well as partners and service providers in our end-to-end supply chain.

Who is Brown Family Wine Group?

Brown Family Wine Group is a multi-generational family-owned Australian wine business that was established in 1889. We produce a broad portfolio of wines for the domestic and export markets. Our wines are made from grapes grown within our business as well grapes from our network of contracted grape growers. Wine is bottled and packaged at our main operational site in Milawa and then shipped across Australia and internationally through our network of logistic service providers. To achieve this, the company is made up of key parts and activities.

Structure

Brown Family Wine Group's workforce consists of approximately 360 employees, all of which are employed by Employment Contracts or on our Enterprise Bargaining Agreement and are employed across all states of Australia.

The Enterprise Bargaining Agreement is negotiated with employee representatives for every three year cycle.

Our structure is made up of a Board of Directors, CEO and Senior Leadership Team overseeing the operations. Our Head office is in Milawa, Victoria where our primary Winemaking and Production facility and Brown Brothers Cellar Door and Restaurant is based. Our Sales and Marketing Office is based in Melbourne, and we have four Vinyards located in Victoria as well as two Vineyards and two Cellar Doors (Devils Corner and Tamar Ridge) in Tasmania

Brown Family Wine Group is the parent company to Innocent Bystander Pty Ltd". ABN 34 055 188 906. Innocent Bystander located in Healesville, Victoria is a Cellar Door and hospitality venue and operates under the same management structure, policies, procedures and methods as the rest of the company.

The Brands under Brown Family Wine Group are Brown Brothers, Devils Corner, Tamar Ridge, Pirie and Innocent Bystander

Assessment Of Risk

Brown Family Wine Group's risks related to modern slavery exist in the following way:

- BFWG may through its operation cause conditions of modern slavery
- BFWG's goods and services suppliers may be involved in Modern slavery
- BFWG may be indirectly linked through its operational networks to modern slavery.

Through robust policy and practices BFWG's risk of causing or being involved with modern slavery is very low. Additionally, partnering with reputable goods and service providers also ensures a low-risk network involvement.

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As a SEDEX member, the company is regularly audited through SMETA (SEDEX Members Ethical Trade Audit).

The majority of Brown Family Wine Group employees live locally to our operational and support locations. Brown Family Wine Group has a long average length of service and is certified as a “Great Place To Work”.

A key part of the modern slavery risks associated with Brown Family Wine Groups activities is the annual fruit harvest season and the intake of a casual/seasonal workforce. Specifically, the “right to work” for people of various nationalities or ages. At recruitment we require people to supply proof of age as well as proof of the right to work in Australia. Once verified, all workers join the existing enterprise bargaining agreement approved by Fair Work Australia.

Action & Due Diligence

Brown Family Wine Group has implemented and maintains a safe and ethical workplace for all employees. This includes:

- Fair and reasonable remuneration and enterprise bargaining agreement endorsed by Fair Work Australia.
- A physically and mentally safe workplace managed and monitored by all employees, team leaders, department/functional managers, executive leaders and our Board of Directors.
- Brown Family Wine Group have established and committed to policies covering:
 - Health & Safety
 - Diversity & Inclusion
 - Equal Opportunity, Anti-Discrimination
 - Anti-Bullying & Anti-Harassment
 - Whistle Blower program
 - Anti Violence and Aggression in the workplace
 - Recruitment & Casual Employment
 - As well as others within our HR and Safety management systems.
- Recruitment of employees and labour hire employees is supported by the Human resources team to ensure every person engage by Brown Family Wine Groups has both the right to work and adequate conditions and remuneration.
- Brown Family Wine Group seeks to ensure that it’s service agreements with service providers contain provisions with respect to the treatment of those service providers employees.
- Brown Family Wine Group shall perform audits and screening of partners, suppliers and service providers, both within Australia and internationally, to ensure that the organisations contributing to our operations and products have ethical workplace environments and practices and demonstrate an equivalent approach to mitigating the risks of modern slavery.

This process will be performed at the time of engagement of new organisations and bi-annually for existing and ongoing organisations.

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Auditing & Monitoring

Brown Family Wine Group is regularly audited as part of our SEDEX membership, ensuring ethical trading practices. This audit is performed by an independent auditor and results are published on the SEDEX website for our customers, suppliers and other SEDEX members to see both the audit result, and any associated actions to correct or improve.


Brown Family Wine Group run a business wide OH&S committee to provide a forum for consultation and action planning for continuous improvement of workplace conditions, systems of work and safety management system. Regulatory changes related to Brown family wine group are monitored through subscription to state and federal regulatory bodies.

Policy Approval

Brown Family Wine Group's Modern Slavery statement and associated policies, audits and actions have the full support of our Board of Directors and Executive team, who ensure the provision of resource(s) to uphold and maintain our position and actions in relation to Modern Slavery.

Approval Acknowledgement

Signed: Board Chair - John Pollaers



Dated: 1 April 2025

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