

**MODERN SLAVERY  
STATEMENT**

2022

*Coopers*

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# 1.

## INTRODUCTION

This Modern Slavery Statement describes the steps taken by Coopers Brewery Limited (ACN 007 871 409) (**Coopers**) and its wholly owned subsidiaries during its financial year ending 30 June 2022 (**Financial Year**), to address modern slavery risks in its business and supply chains. Coopers make this statement in accordance with the *Modern Slavery Act 2018* (Cth).

Coopers is proud to share this Modern Slavery Statement, which reflects the steps taken to identify, manage and mitigate risks of modern slavery in our operations and supply chain.

## 2. COMPANY OVERVIEW AND COMMITMENT

*Coopers is the largest Australian-owned brewery and is based in Regency Park, South Australia. It is a sixth-generation, family-owned public company which celebrated its 160-year anniversary in May 2022.*

Thomas Cooper recorded the first Coopers brew in 1862. Since that time his descendants have been the custodians of a proud legacy focused on brewing naturally conditioned ales and stouts, which are still made using traditional brewing methods in South Australia, and enjoyed the world over.

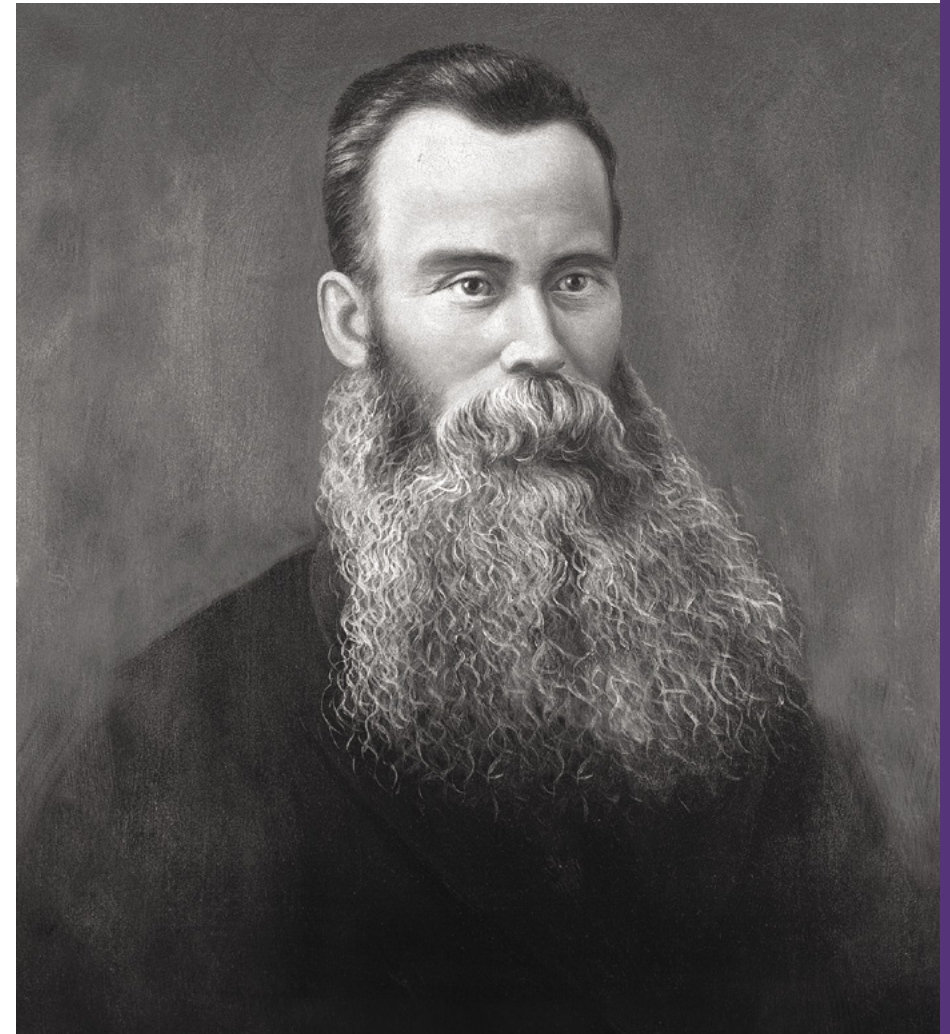
Coopers is committed to making a tangible social contribution, not only to its employees, their families, and its customers, but to the broader community. Our people and community are central to Coopers, with our values being an integral part of who we are.

The company operates under strong guiding principles of Passion, Respect, Responsibility, Consistency and Service. These principles define our culture and set the standard of conduct for our people to follow, both in the workplace and when interacting with our suppliers, customers, consumers, and the broader community.

An underlying value of Coopers is the promotion of human rights within its ethical business practices. Coopers acknowledges that its customers and consumers increasingly seek assurance that the products they are purchasing have been produced and sourced ethically.

Coopers preferences local suppliers where possible and has built strong relationships with our major suppliers. Our strong relationship with suppliers means the provenance of the majority of our raw materials are known and we can have confidence in reiterating our commitment to the reduction and prevention of Modern Slavery risks in our supply chains.

Coopers are committed to respecting human rights and preventing modern slavery with a focus on continuous improvement and transparency.



# 3. OUR ENTITIES

*Coopers Brewery Limited has a number of subsidiaries which are covered by this statement.*

Coopers controls and operates the following trading subsidiaries which are incorporated and registered in Australia (excepting Coopers USA Inc and Coopers DIY LLC, which are incorporated in the United States of America):

- Premium Beverages Pty Ltd, which is responsible for sales of beer products in New Zealand and all Australian States and Territories outside of South Australia and the Northern Territory. This company employed 3 people in New Zealand during the 2022 Financial Year.
- Coopers USA Inc, which owns Coopers DIY LLC, trading as Mr Beer. Mr Beer manages the marketing, sales, and distribution of home-brewing products in the United States of America and Canada. The office is based in Tucson, Arizona. The company employed 9 people during the 2022 Financial Year.
- Morgan's Brewing Company Pty Ltd. Morgan's Brewing Company manages the sale and distribution of some classes of home-brewing products in Australia. The company employed 6 people during the 2022 Financial Year.

For the purpose of this report, Coopers Brewery Limited and these subsidiaries are known together as the **Coopers Group** or the **Group**.

The Group is managed centrally by Coopers from its registered office in Regency Park, South Australia with subsidiaries reporting to the leadership team based in Australia.

Coopers Brewery Limited is also the sole member of the Coopers Brewery Foundation Incorporated, a charity registered with the Australian Charities and Not-for-profits Commission. The Coopers Brewery Foundation aims to improve and protect the quality of life of Australians by providing support to charitable organisations which have recognised strengths in medical research and health care, youth education, aged care, and in fostering family and community support, based on Christian values. In the 2022 Financial Year the Foundation donated \$760,000 to 25 charities.



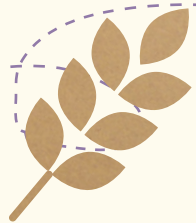
# 4. OUR OPERATIONS

*Coopers produced and sold approximately 80 million litres of beer in the 2022 Financial Year. This includes Coopers products and those we produced under agreement for third parties. The majority of our products are consumed domestically, with a portion sold directly in New Zealand and some product exported through third party distribution partners to destinations outside Australia and New Zealand.*

The Group is also the world's largest manufacturer of extracts used for home-brewing, which are sold by Coopers DIY, Morgan's Brewing Company and Mr Beer.

Coopers has operated its own on-site maltings since 2018, and produced in excess of 50,000 tonnes of malt during the 2022 Financial Year. The Group used approximately 16,000 tonnes of this malt in its production facilities, with the remainder being sold domestically and abroad.

The Group of companies operates principally in Australia, with all manufacturing occurring at its headquarters in Regency Park, South Australia. Coopers has sales and marketing offices in Melbourne, Sydney, Brisbane, and Perth, while our home brew business undertakes some assembly from premises in Brisbane and Arizona.



**50,000**

**TONNES OF MALT PRODUCED  
IN 2022 FINANCIAL YEAR**



**16,000**

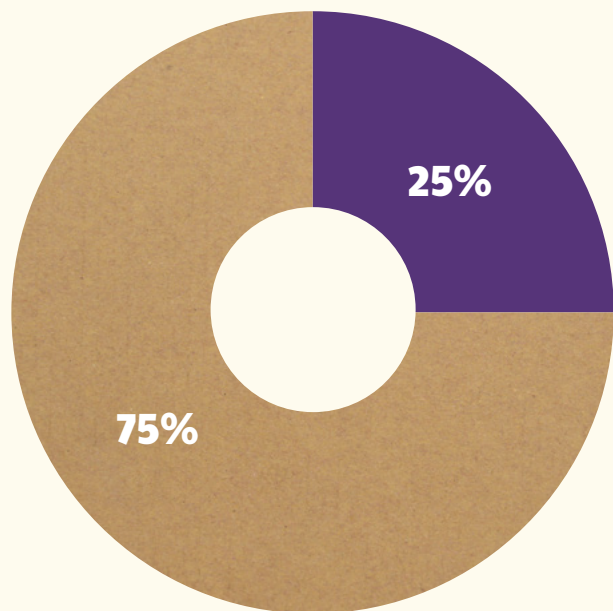
**TONNES USED IN PRODUCTION  
BY COOPERS**

# 5. OUR PEOPLE

*During the 2022 Financial Year, the Group directly employed 233 people. Our people are vital to our success, and we are committed to creating a workplace where all people can thrive.*

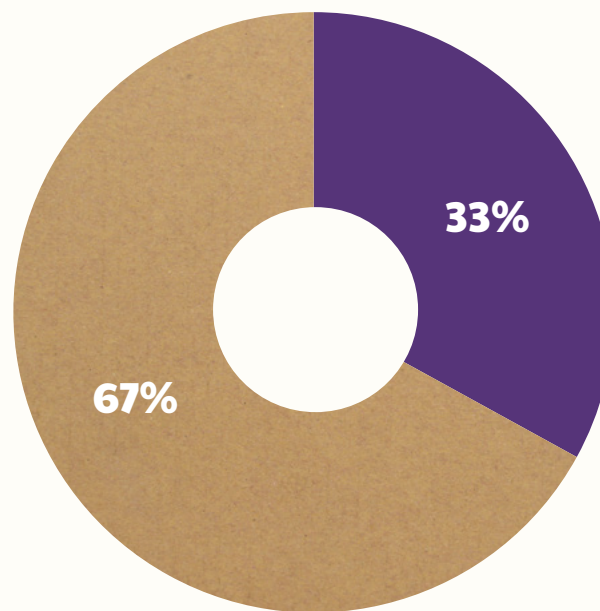
*Coopers respects our employees' right to freedom of association and enterprise bargaining.*

**AUSTRALASIAN EMPLOYEES SPLIT BY GENDER**



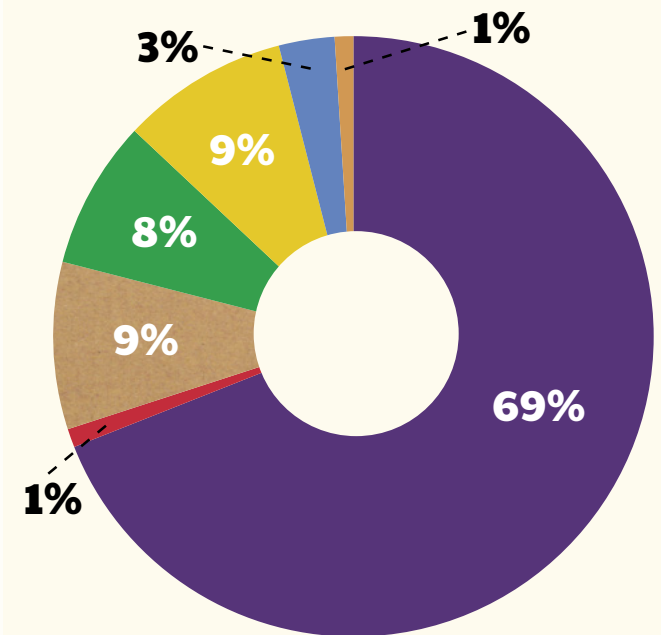
- Male
- Female

**AUSTRALASIAN EMPLOYEE SPLIT BY TYPE**



- Salaried Employees
- Under enterprise bargaining

**AUSTRALASIAN EMPLOYEES BY LOCATION**



- SA
- NSW/ACT
- QLD
- VIC/TAS
- WA
- NZ

# 6. OUR SUPPLY CHAIN

*In 2022 we sourced products and services from more than 1,200 suppliers across categories which include raw materials, packaging, freight, utilities, and other indirect categories.*

In the 2022 Financial Year, many elements of the global supply chain continued to be disrupted, through shipping delays, raw material and labour shortages, capacity constraints and regional and political conflicts. The Group's procurement strategy places preference on Australian-made products wherever commercially feasible and the majority of our suppliers are Australian based entities. This approach enables Coopers to mitigate disruption and ensure reliable supply.

In 2022 we sourced products and services from more than 1,200 suppliers across categories which include raw materials, packaging, freight, utilities, and other indirect categories. While the Coopers Group's total supplier base is broad, our top 5 suppliers account for approximately 30% of our overall spend with these top suppliers all based in Australia. While the Groups top 30 suppliers account for approximately 60% of our overall spend and only one supplier (representing 2.2% of total spend) a foreign entity.

Information regarding the specific categories is set out below.

## **RAW MATERIALS**

Except for some specialty hops, hop oils and processing aids, all the raw materials in our Coopers brewed products are grown or produced within Australia. The specialty hops, hops oils and processing aids are sourced from France, Germany, the United States of America, Mexico, and the United Kingdom.

## **PRODUCTION EQUIPMENT AND PACKAGING MATERIALS**

Coopers produces beer at its own production facilities in Australia.

In relation to packaging materials for the Group, over 95% of spend is on packaging materials made in Australia, with remaining packaging materials made in the United States, Mexico, and a small quantity from China.

The Group sources certain equipment and consumables required for the operation of its facilities from Germany and France. Further, some home-brewing equipment and consumables are sourced from China.

We also imported and sold a number of third-party beer and cider products produced in Japan, the United Kingdom, Saudi Arabia, Greece and Denmark.

## **MARKETING, SALES, AND OTHER SERVICES**

Coopers markets and sells products via its own dedicated marketing and sales teams and through appointed agencies and distributors.

The vast majority of Coopers' required services are sourced from Australian entities. However, some production facility commissioning services are provided by overseas companies, primarily located in Germany.

Procurement of IT equipment and marketing material in Australia is primarily through Australian-owned entities; however Coopers acknowledges that many of the indirect supplies which are required for the entities to supply those products would be sourced from companies based overseas.

Some freight and distribution services are sourced in the countries to which Coopers exports beer, malt, and home-brew products, including New Zealand, the United Kingdom, the United States of America, Europe, and parts of Asia.

# 7. OUR MODERN SLAVERY RISKS

*We recognise the importance of identifying modern slavery risks in both our supply chains but also our operations. Following the introduction of the Modern Slavery Act 2018 (Cth), we conducted a risk assessment addressing potential and actual risks of modern slavery in our operations and supply chains.*

## **OUR OPERATIONS**

Coopers analysed its operations to identify modern slavery risks and anticipates the risk of it directly engaging in modern slavery practices is extremely low. The Group complies with all applicable employment legislation and actively invests in the safety, health, and wellbeing of its employees. All employees in Australia and New Zealand are engaged under employment contracts or Coopers' Enterprise Agreement.

## **OUR SUPPLY CHAIN**

While Coopers has identified that there is a low risk of modern slavery practices in our direct supply chain, we have determined that there is a higher risk of contributing indirectly to modern slavery practices through our indirect supply chain. This is especially the case for its imports and exports.

In undertaking our review, we identified that the predominant risks of modern slavery in our indirect supply chain, exist with reference to manual work which has the potential to be undertaken by vulnerable workers either domestically or internationally (such as migrants or casual workers employed during seasonal harvests or employed in the production of components offshore). We acknowledge constraints in review of this indirect supply chain, due to the nature of our procurement models and these risks existing on an industry-wide basis.

We have also identified risks in our indirect supply chains associated with the construction of an additional warehouse on Coopers site in Regency Park. Coopers acknowledges risks exist both in the building sector but also the construction supply sector with respect to materials sourced from countries which have poor human rights records. To mitigate these risks we have proactively worked, in building design, contractor procurement and material selection, to better understand the provenance of materials and to encourage adherence to best work practices.





# 8. COVID-19

## *The COVID-19 pandemic continued to disrupt our operations in the 2022 Financial Year.*

The COVID-19 pandemic has created insecurity in the global supply chain and highlighted modern slavery and broader human rights risks. We recognise that the pandemic has increased modern slavery risks, particularly due to the increased demand for consumables (such as personal protective equipment) and pressures on shipping networks. COVID-19 has also significantly impacted the availability of labour, which increased the risk to workers in those supplier chains. In response, the Group has worked in collaboration with suppliers to encourage implementation of best practices to protect and support workers.

The Coopers Group changed the way it operates locally to ensure alignment with government COVID-19 directions to ensure compliance with laws and best practice occupational health and safety.

The requirement for a dynamic and comprehensive COVID-19 crisis response required diversion of significant management time away from activities planned to address modern slavery risks, in particular undertaking a comprehensive materiality risk assessment of existing suppliers to identify the most salient human rights risks and providing modern slavery training to employees (which is directed at identifying modern slavery risks in our supply chains and operations).



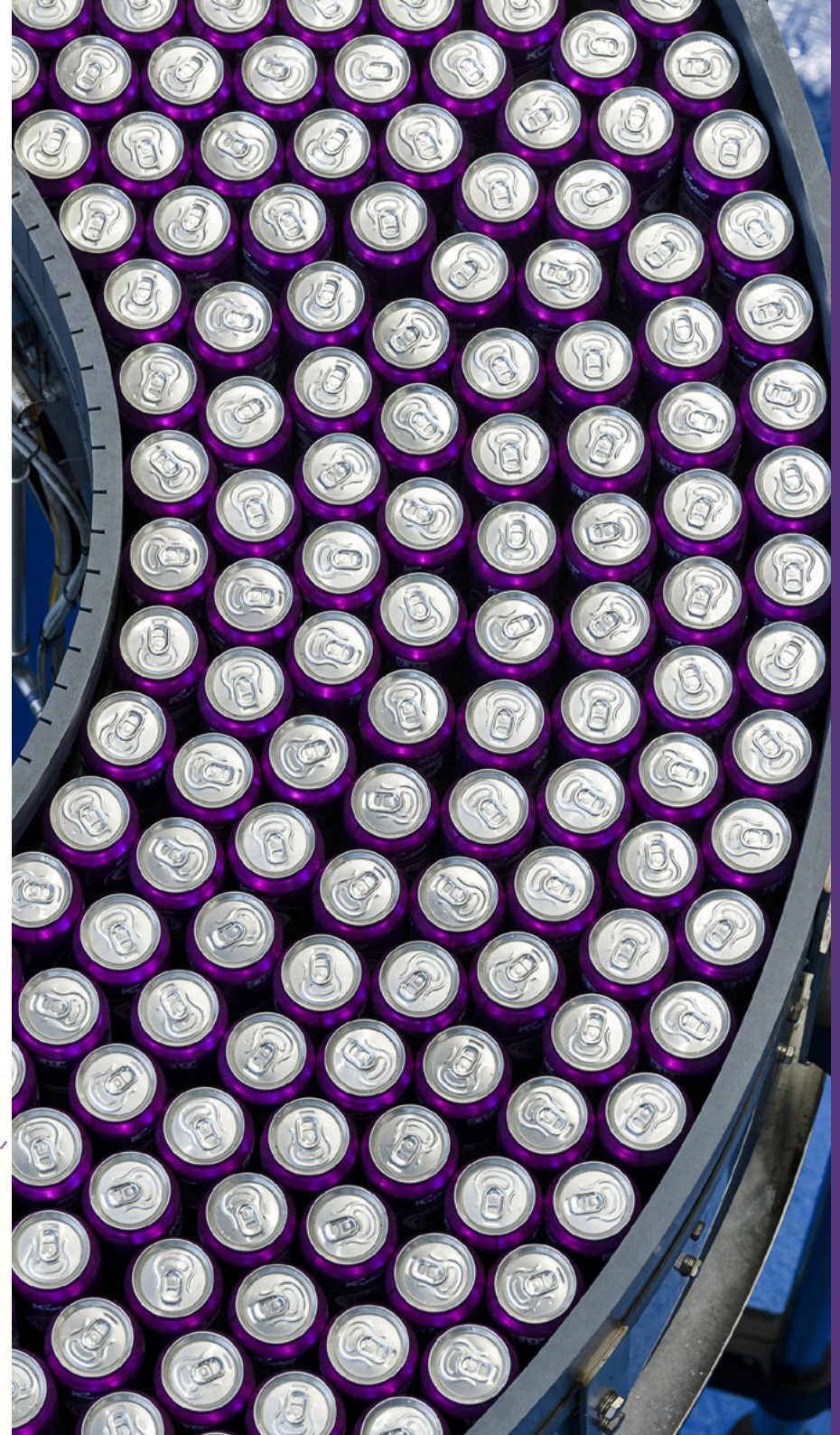
**GLOBAL SUPPLY  
CHAIN INSECURITY**



**INCREASED PRESSURE  
ON THE SHIPPING  
NETWORK**



**IMPACTS ON  
LABOUR AVAILABILITY**



# 9. OUR RESPONSE

*We recognise and take the risks of modern slavery in our operations and supply chain seriously and the Coopers Group worked proactively during 2022 to ensure compliance and mitigate risks.*

During the 2022 Financial Year, Coopers continued use of its Safety, Environment and Ethical Management System (SEEMS) as a mitigation tool. The SEEMS is governed by the following company policies:

- SEEMS Accountabilities and Responsibilities Policy
- Work Health Safety & Injury Management Policy
- Environmental Policy
- Human Rights & Ethical Practices Policy

Coopers has a Supplier Management & Purchasing Procedure and associated Supplier Code of Conduct. All new and renewing suppliers are provided with a Supplier Code of Conduct to ensure that they are aware of Coopers' expectation of compliance with its human rights and ethical practices commitments. In 2022, Coopers communicated with all its suppliers regarding its Supplier Code of Conduct, highlighting the requirements and requiring acceptance in order to remain a supplier.

During the reporting year all our human resource policies were reviewed, as we consider that strong human rights and labor protections are crucial to mitigating modern slavery. We have a number of relevant human resources and recruitment policies including: Bullying and Harassment Policy; Code of Conduct; Equal Opportunity and Discrimination Policy; Flexible Working Arrangements Policy; Grievance Policy; Human Rights and Ethical Practices Policy; Recruitment and Selection Policy and Whistleblowing Policy.

In addition, the Coopers guiding principles of Passion, Respect, Responsibility, Consistency and Service are central to how we operate.

We work collaboratively with suppliers to resolve any modern slavery risks that may arise. The Coopers Group remains committed to working with suppliers on an ongoing basis to increase local production and limit reliance on overseas supply, especially from certain geographical locations where the manufacturing processes have an increased risk of modern slavery practices. The Group continues to work with suppliers, to enable them to meet the expectations of its Supplier Code of Conduct.

We are a member of Sedex, a collaborative platform used by companies to share responsible sourcing data on supply chains. Sedex also completes Sedex Members Ethical Trade Audits (SMETA) for member companies. Coopers was last audited in 2018, and has addressed all non-conformances from that audit and completed a self-assessment audit in 2020.

We actively participate in several forums with stakeholders and suppliers in an endeavor to ensure we seek a broad range of feedback and insights. We consider that working collaboratively with both our customers and suppliers enables us to develop and improve our approach and mitigate risks. We also participate in industry associations with our peers, allowing us to work at an industry level to identify and mitigate risks.

During the 2022 financial year, the Coopers Group continued to integrate modern slavery prohibition clauses within contracts of supply with its vendors. Coopers' standard supplier contract template contains modern slavery clauses, which require contractors to take reasonable steps to identify, assess and address risks of modern slavery practices in their operations and supply chains and include continuous disclosure obligations.

## 9. OUR RESPONSE CONTINUED

**Focus Area Example:** In our risk identification process, we identified that our trade marketing procurement presented a higher modern slavery risk than other categories of goods, due to the potential for indirect supply from countries where manufacturing processes have an increased risk of modern slavery. In response, we undertook a review of all suppliers,

eliminating a number and subsequently entering into a robust and bespoke contract with those whom we identified as able to appropriately address the relevant risk areas. These contracts include clear obligations for these suppliers regarding modern slavery risks and require continuous disclosure and reporting to Coopers.

# 10. GRIEVANCE AND REMEDIATION

The Coopers Group openly encourages reporting of grievances and concerns by its stakeholders, including employees, contractors, suppliers, customers, or members of the general public. Coopers Human Rights & Ethical Practices Policy notes that the Group will support the reporting of any human rights issues or concerns.

Employees have multiple options for reporting concerns, including informally via the company's anonymous employee survey and feedback platform, or formally in accordance with the company's Grievance Policy or Whistleblower Policy.

We engage an independent third-party service to receive whistleblower reports to ensure the anonymity of the discloser. The independent service is also available for suppliers to access and details of the same are provided in the Supplier Code of Conduct.

Other stakeholders can raise concerns by contacting Coopers on 08 8440 1800 or via <https://coopers.com.au/contact-us>.

# 11. MEASURING EFFECTIVENESS

*Coopers acknowledge that our review and assessment to identify and address our modern slavery risks in our operations and across our supply chain, will be an ongoing and evolving process, to which we are committed to continue to build upon. We have set ourselves several goals and continue to work towards these.*

Coopers completed a Modern Slavery Benchmark self-assessment in order to determine the maturity of its approach in the 2020 Financial Year. The self-assessment provided Coopers with ratings on various elements, including commitment, management systems and control, grievance and remediation.

Coopers has addressed several of the recommendations from the self-assessment since 2020 and continues to monitor the effectiveness of the processes and procedures that have been implemented to address the modern slavery risks that we may contribute to since this time.

However, there are some outstanding objectives which we continue to work towards. Specifically to:

- Conduct a comprehensive materiality risk assessment of existing suppliers to identify the most salient risks to human rights.
- Establish human rights risk criteria to explicitly assess suppliers during pre-qualification as a vendor.
- Introduce modern slavery awareness training for all employees.
- Introduce ongoing monitoring through supplier engagement to ensure alignment with modern slavery related requirements.
- Appoint a dedicated resource to assist in answering queries from employees and suppliers.
- Introducing a specific grievance and remediation procedure for modern slavery practices.

In addition, a number of additional objectives have been identified in the 2022 reporting year as follows:

- Development of a cross-functional team working to assess and mitigate potential risks.
- Preparation of materials, in addition to this report, which set out our modern slavery risks for customers to enable informed decision making.

Coopers continued to work towards these objectives in the 2022 reporting period. However, and as noted above, the impacts of COVID-19 on operations have resulted in some delays and a number of activities have been deferred.



# 12.

## CONSULTATION

In preparing this statement relevant employees of the Coopers Group were consulted and provided with an opportunity to review the statement, including the executive leadership group. This statement is made on behalf of Coopers Brewery Limited as well as all controlled subsidiaries.

This statement has been approved by the Board of Directors of Coopers Brewery Limited in their capacity as principal governing body of Coopers Brewery Limited at meeting of the Directors on 22 December 2022.



**Tim Cooper**

Managing Director, Coopers Brewery Limited

Date: 22 December 2022

# 13.

## REPORTING CRITERIA

Identify the reporting entity	Section 1 - Introduction Section 3 – Our Entities Section 12 – Consultation
Describe the structure, operations, and supply chains of the reporting entity	Section 4 - Our Operations Section 6 – Our Supply Chain
Describe 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	Section 7 – Our Modern Slavery Risks
Describe 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	Section 7 – Our Modern Slavery Risks Section 8 - COVID-19 Section 9 - Our Response
Describe how the reporting entity assesses the effectiveness of such actions	Section 11 – Measuring Effectiveness
Describe the process of consultation with: <ul style="list-style-type: none"><li>any entities that the reporting entity owns or controls; and</li><li>in the case of a reporting entity covered by a statement under section 14—the entity giving the statement; and</li></ul>	Section 12 – Consultation
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Section 8 - COVID-19

*Coopers*

**MORGAN'S**

*Coopers*  
**DIY BEER**

**MR BEER®**