

MODERN SLAVERY STATEMENT

2024

Coopers

CONTENTS

- 1. INTRODUCTION2
- 2. COMPANY OVERVIEW AND COMMITMENT3
- 3. OUR ENTITIES 4
- 4. OUR OPERATIONS5
- 5. OUR PEOPLE 6
- 6. OUR SUPPLY CHAIN.....7
- 7. OUR MODERN SLAVERY RISKS..... 8
- 8. OUR RESPONSE 9
- 9. GRIEVANCE AND REMEDIATION PROCESS 11
- 10. MEASURING EFFECTIVENESS 12
- 11. CONSULTATION 13
- 12. REPORTING CRITERIA 13



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 2024 (**Financial Year**), to address modern slavery risks in its business and supply chains. Coopers makes 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 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.

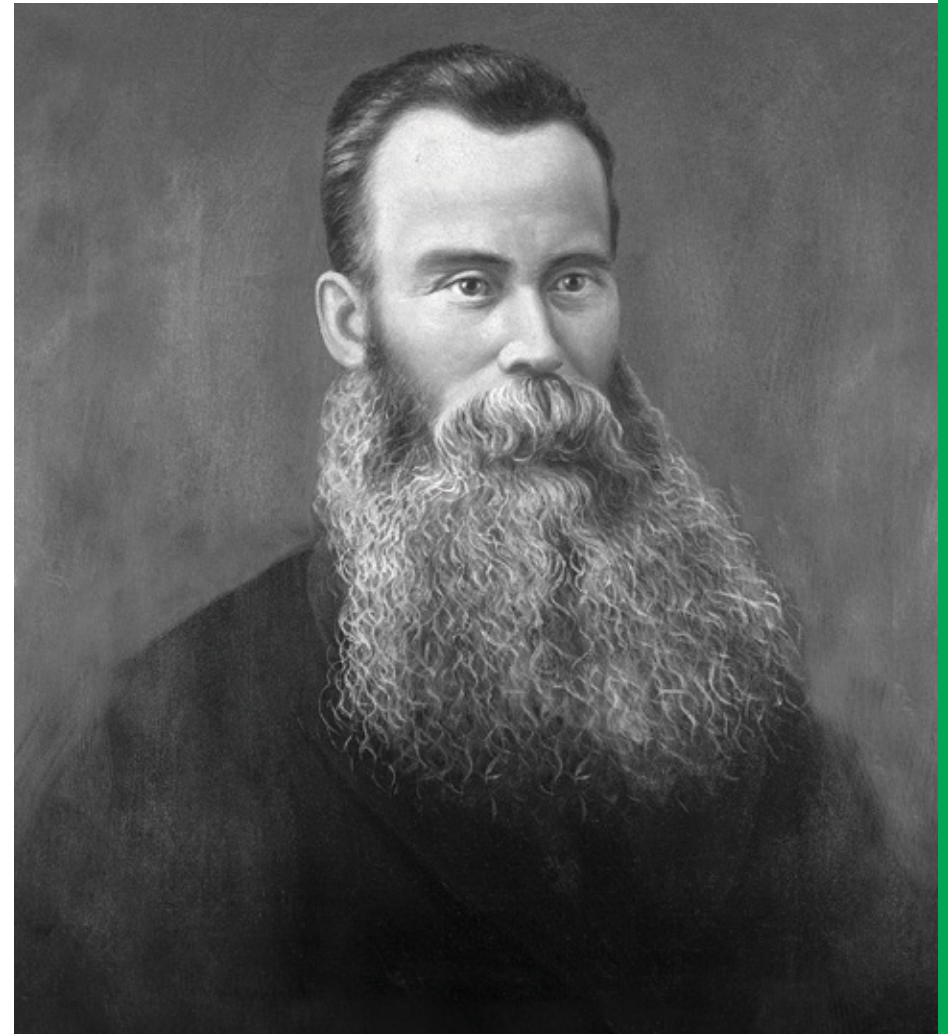
Coopers is committed to making a tangible social contribution, not only to its employees, their families, and its customers, but to the broader community. Our people and community are central to Coopers, with our values being an integral part of who we are.

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 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 2024 Financial Year (as at 30 June 2024).
- 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 6 people as at 30 June 2024.
- 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 did not employ any individuals in the 2024 Financial Year, with all persons working in the company's business being directly employed by the parent company, Coopers Brewery Limited.

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 2024 Financial Year the Foundation donated \$656,700 to 19 charities.



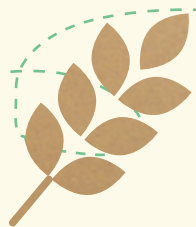
4. OUR OPERATIONS

Coopers produced and sold approximately 89 million litres of beer in the 2024 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 BrewArt, Morgan's Brewing Company and Mr Beer.

Coopers has operated its own on-site maltings since 2018, and produced in excess of 52,000 tonnes of malt during the 2024 Financial Year. The Group used approximately 17,000 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 homebrew business undertakes some assembly from premises in Brisbane and Arizona.



52,000

**TONNES OF MALT PRODUCED IN
2024 FINANCIAL YEAR**



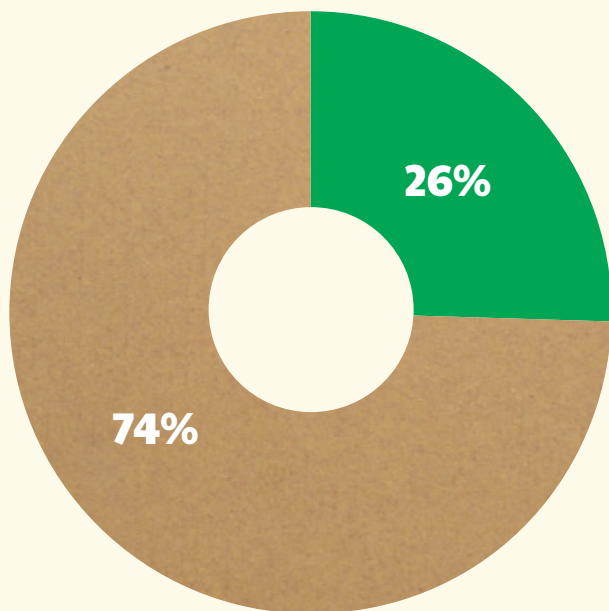
17,000

**TONNES USED IN PRODUCTION
BY COOPERS**

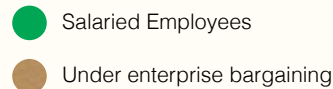
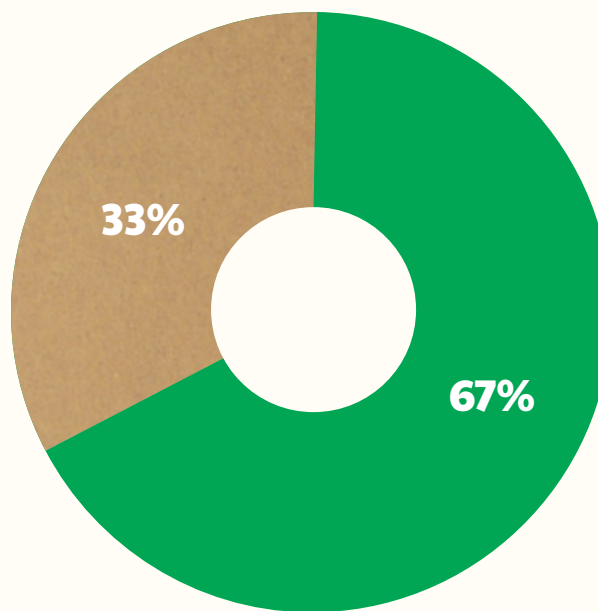
5. OUR PEOPLE

As at 30 June 2024, the Group directly employed 240 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.

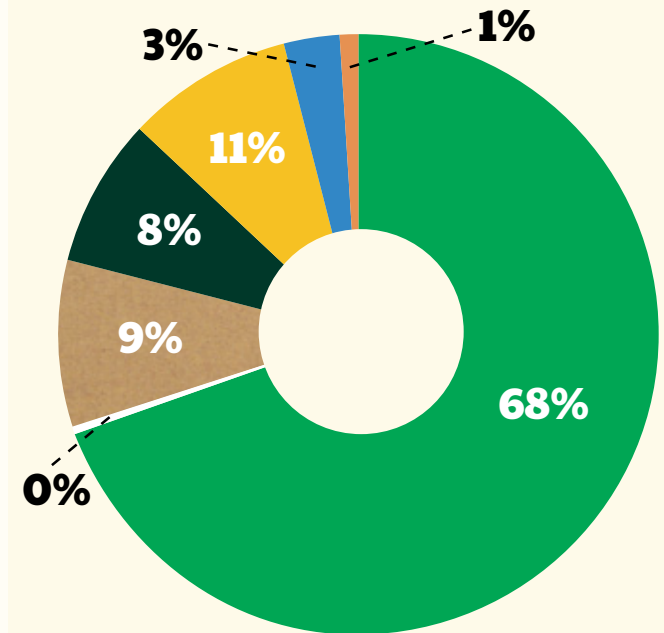
AUSTRALASIAN EMPLOYEES SPLIT BY GENDER



AUSTRALASIAN EMPLOYEE SPLIT BY TYPE



AUSTRALASIAN EMPLOYEES BY LOCATION



6. OUR SUPPLY CHAIN

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 in global supply chains which have existed over a number of years and ensure reliable supply so far as possible.

In the 2024 reporting year we sourced products and services from more than 1,250 suppliers across categories which include raw materials, packaging, freight, utilities, construction, and other indirect categories. While the Coopers Group's total supplier base is broad, our top 5 suppliers account for approximately 36% of our overall spend, with these top suppliers all based in Australia. The Group's top 30 suppliers account for approximately 66% of our overall spend, of which two suppliers (representing 3.1% of total spend) are foreign entities.

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 Coopers' brewed products are grown or produced within Australia. The specialty hops, hop oils and processing aids are sourced from France, Germany, the United States of America, Mexico, China, the Philippines 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, Thailand, the Philippines, and a small quantity from China. While Coopers aim to source the majority of its packaging

materials in Australia, in order to comply with the Australian Packaging Covenant a broader variety of suppliers, including those offshore, are being utilised.

The Group sources certain equipment and consumables required for the operation of its facilities from companies based in Scotland, 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 from companies based in Japan, the United Kingdom and Europe.

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.



8. 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 2024 to ensure compliance and mitigate risks.

In the 2024 reporting year, Coopers identified the need to develop a cross-functional team working to assess and mitigate potential risks. Rather than be another management committee, we wanted this group to be comprised of representatives from each department who managed product design and material procurement on a day-to-day basis. Accordingly, in 2023 a cross functional working group, known as the ESG Working Group (**Working Group**), was formed and comprises representatives from across the Coopers Group including procurement, brewery operations, engineering, corporate, finance, IT, legal, brewing products, marketing and sales. The Working Group meets bimonthly and is chaired by the General Manager.

In addition to identifying and mitigating modern slavery risks, the areas of responsibility of the Working Group are environmental (for example, emissions, water efficiency, waste and pollution management), social (health & safety, ethical supply chain and sourcing, human rights, privacy and data security) and governance (business ethics, risk mitigation and management, equal opportunity, compliance and legal requirements and reporting, tax frameworks and governance). The purpose of the Working Group with reference to these areas of responsibility is to:

- ensure that Coopers' commitments and policies pertaining to corporate responsibility and sustainable business practices are understood and implemented by internal stakeholders;
- collate and disseminate to relevant internal stakeholders information pertaining to Coopers' commitments to corporate responsibility and sustainable business practices;

- where requested by the Board or Executive Leadership Team, objectively measure and assess the effectiveness of those corporate responsibility frameworks and sustainable business practices, or help to evaluate competing priorities;
- consider, and provide advice to the Board or Executive Leadership Team (as appropriate), on any additional or alternative proposed corporate responsibility or sustainability initiatives; and
- provide assistance to any departments or committees with oversight of specific ESG areas to coordinate internally with other departments or committees as required.

The Working Group reviewed and assessed the effectiveness of a number of policies and procedures which relate to new product development and procurement to ensure compliance and effectiveness. A number of amendments were recommended by the Working Group to address both modern slavery risks but also promote sustainable business practices and these changes were endorsed by executive management.

During the 2024 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 undertook an external audit in September 2023 to assess the SEEM system.

8. OUR RESPONSE CONTINUED

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. Coopers expressly communicated with all its suppliers regarding its Supplier Code of Conduct in the 2023 reporting year, highlighting the requirements and requiring acceptance in order to remain a supplier. In the 2024 reporting year Coopers have continued to work proactively with suppliers to ensure compliance with the Supplier Code of Conduct.

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 May 2024.

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 2024 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. GRIEVANCE AND REMEDIATION PROCESS

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>.

10. MEASURING EFFECTIVENESS

Coopers acknowledges 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 initial reporting period. The self-assessment provided Coopers with ratings on various elements, including commitment, management systems and control, grievance and remediation.

Coopers has addressed numerous recommendations since that time, 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.
- Introduce a specific grievance and remediation procedure for modern slavery practices.

- Preparation of materials, in addition to this report, which set out our modern slavery risks for customers to enable informed decision making, although we note progress has been made in this regard by our ESG Working Group.

Coopers continued to work towards these objectives in the 2024 reporting period with significant progress being undertaken through the formation of the ESG Working Group.



11.

CONSULTATION

In preparing this statement, relevant employees of the Coopers Group were consulted and provided with an opportunity to review the statement, including the ESG Working Group and 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 19 December 2024.



Tim Cooper

Managing Director, Coopers Brewery Limited

Date: 19 December 2024

12.

REPORTING CRITERIA

Identify the reporting entity	Section 1 - Introduction Section 3 – Our Entities Section 11 – 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 - Our Response
Describe how the reporting entity assesses the effectiveness of such actions	Section 10 – Measuring Effectiveness
Describe the process of consultation with: <ul style="list-style-type: none"> any entities that the reporting entity owns or controls; and in the case of a reporting entity covered by a statement under section 14 - the entity giving the statement; and 	Section 11 – Consultation and Reporting Entity
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	N/A

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