



PETERS ICE CREAM MODERN SLAVERY STATEMENT 2025

Reporting Entity

This statement describes the actions taken by Peters to address modern slavery risks in our business and supply chains in the year ending 31 December 2025 pursuant to the requirements of the *Modern Slavery Act 2019 (Cth)*.

In this statement, Peters refers to Riviera Holdings (Aus) Pty Ltd (ABN 96 169 709 415) ("Riviera Holdings") and its related bodies corporate, as defined in section 50 of the *Corporations Act 2001 (Cth)*.

This statement is given by Riviera Holdings as a reporting entity under the *Modern Slavery Act 2019 (Cth)*.





Structure, Operations and Supply Chain

Structure

Riviera Holdings is an Australian private company which owns Australasian Food Group Pty Ltd (ABN 11 154 314 913), which operates the Peters ice cream and frozen confectionary portfolio. Riviera Holdings does not itself carry out the Peters business activities. Outside of Australia, Riviera Holdings owns an operating entity in New Zealand.

This statement sets out the position of, and actions taken by Peters in relation to modern slavery risks in the Peters business and supply chain in the year ending 31 December 2025, pursuant to the requirements of the Modern Slavery Act 2018 (Cth).

Riviera Holdings is owned by the Froneri Group which is headquartered in Leeming Bar, United Kingdom.

Peters is an ice cream manufacturer and has been an Australian tradition since 1907. Peters' registered office is located, alongside its ice cream factory, in Mulgrave, Victoria. As at 31 December 2025, the Peters business employed 496 people.

Brands

The Peters portfolio of brands includes Peters Original, Proud and Punch, Frosty Fruits, Connoisseur and Icy Pole along with brands such as Drumstick, Kit Kat and Maxibon used under licence from Nestle and a range of Cadbury owned brands.

Operations

Peters undertakes a range of activities, including:

- Direct and indirect employment in manufacturing, field sales and corporate activity;
- Production of ice cream and frozen confectionary products;
- Development of new ice cream and frozen confectionary products; and
- Product distribution, purchasing, marketing and sales.

Supply Chain

Peters' core ingredient is Australian dairy, in particular, liquid cream.

Peters also procures a range of other ingredients and packaging from more than 85 suppliers, including goods such as chocolate, sugar, nuts, fruit, cones and bakery products to produce ice cream and frozen confectionary products.

A number of other suppliers provide services and utilities to support Peters' offices, operations, manufacturing site and product distribution.

Peters sources all its liquid dairy ingredients and 80% of its other ingredients from within Australia. Peters' supply chain also includes items from a range of countries including New Zealand, Germany, France, Italy and China.



Risks of modern slavery practices

Peters acknowledges the potential risks of modern slavery within our business and supply chain. As a manufacturer with a multi-layered supply chain involving direct operations and a broad supplier base with both domestic and international sourcing, modern slavery risks are primarily indirect (supply chain driven) rather than originating in Peters' core Australian operations.

We have considered key risk areas in Peters' operations and supply chains.

Key risk areas in Peters' direct operations

(A) Direct workforce and operations

Peters undertakes manufacturing at its Mulgrave site and also sales, corporate and distribution functions.

Risk characteristics:

There is lower inherent risk in Peters' direct workforce and operations due to the Australian regulatory environment and employment protections. However, risks may still exist in the use of temporary or contract labour and labour hire arrangements (manufacturing).

Self-assessed risk level: may be low but potentially present, particularly where third-party labour providers are involved.

(B) Service providers supporting operations

Peters is reliant on suppliers providing services for utilities, facilities services and distribution and logistics.

Risk characteristics:

Sectors such as cleaning, security and logistics are commonly identified as higher risk for underpayment, debt bondage (migrant workers) and coercive labour practices

Self-assessed risk level: may be moderate, particularly where subcontracting chains exist.

Key risk areas in Peters' supply chain

The most significant modern slavery risk for Peters arises in the upstream supply chain, especially raw materials and packaging.

(A) Raw ingredients

Peters sources dairy (primarily Australian), chocolate, sugar, nuts, fruit, bakery inputs and other ingredients from both domestic and international suppliers.



7



High-risk commodities

- **Cocoa / chocolate**

Global evidence links cocoa production to child labour and forced labour, particularly in West Africa.

- **Sugar**

Sugar supply chains are often associated with migrant labour exploitation and/or poor working conditions in agriculture (external benchmarking).

- **Nuts, fruit and coconut**

Agricultural supply chains frequently involve seasonal labour and informal work arrangements. These inputs create elevated inherent risk, especially where sourced internationally or via intermediaries.

(B) Packaging supply chains

Packaging materials are part of Peters' procurement base.

Risk characteristics:

Manufacturing of packaging (e.g. plastics, paper, cardboard) may involve low-wage labour markets and outsourced production in higher-risk jurisdictions.

Self-assessed risk level: may be moderate to high, particularly in offshore manufacturing.

(C) Geographic risk exposure

Although all liquid dairy and ~80% of ingredients are sourced from Australia, Peters still sources from other jurisdictions, including New Zealand, Germany, France, Italy and China. Other jurisdictions may mean varying labour law enforcement and higher prevalence of forced labour in some sectors. It may also mean increased complexity and reduced visibility further up the supply chain

Self-assessed risk level: may be elevated for international jurisdictions.

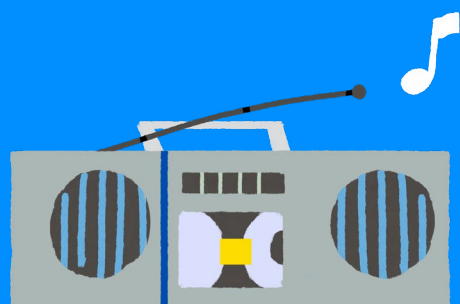
(D) Supplier complexity and scale

Peters supply chain uses more than 85 suppliers for ingredients and packaging.

Risk characteristics:

A large number of suppliers can mean multi-tier supply chains (suppliers using subcontractors) and limited direct oversight of tier 2 and tier 3 suppliers and raw material sourcing origins.

We note that this may create potential risk of hidden modern slavery practices.





Actions taken to minimise the risk of modern slavery practices

Policies

Peters has policies and procedures in place to identify and mitigate modern slavery risks in our business, including:

- **Modern Slavery Policy:** The Peters Modern Slavery Policy covers off key principles relating to modern slavery and our commitment to a zero-tolerance approach to slavery and human trafficking.
- **Whistleblower Policy:** The Peters Whistle Blower Policy encourages the reporting of any suspected wrongdoing, including human rights abuse, unethical conduct and the failure to comply with any legal or regulatory requirements. All employees can raise issues with their direct manager, Human Resources or a member of the Peters Senior Leadership Team. If an employee wishes to raise issues confidentially or anonymously, they can do this via the Peters Safecall Line. All matters reported to this line are treated seriously and require investigation.
- **Complaints Handling procedures:** The Peters Internal and External Complaints Handling procedures provide additional avenues for reporting modern slavery concerns.

All Peters policies and procedures are reviewed and updated on an annual basis. We note that no modern slavery concerns were raised through our whistleblower or complaints handling processes, or raised in any other forum, during 2025.

Contractual terms

Peters addresses modern slavery risks contractually. Peters has standard terms of purchase and standard terms of supply, which are available on the Peters website (www.peters.com.au). These contain requirements that suppliers and customers comply with modern slavery laws. In addition, Peters has a "Guide to working with Froneri" (for customers) and a "Froneri Supplier Code" (for suppliers) which contain specific requirements around modern slavery.



Memberships and Certifications

Sedex member

Peters recognises the potential risk of modern slavery within our supply chain through geographical location of suppliers and the types of goods and services supplied to us. The major action we have taken to date to address potential risks is to become a member of Sedex. Sedex is a global ethical trade membership organisation which works with businesses to improve working conditions in global supply chains. Peters has been a member of Sedex for a number of years and requires its suppliers to become members of Sedex also. More information regarding Sedex can be found at www.sedex.com.

During 2025:

- Peters conducted Supplier Assessment Questionnaires (SAQs) through Sedex and retained suppliers' responses to these SAQs; and
- Completed a Sedex self-assessment in preparation for an external SMETA (Sedex Member Ethical Trade Audit) to be conducted in early 2026.

RSPO Certification

Peters has maintained RSPO (Roundtable on Sustainable Palm Oil) certification throughout 2025. RSPO Certification provides assurance that Peters is committed to and complies with sustainability requirements, including protection of workers' rights, throughout our supply chain. More information about RSPO Certification can be found at: [A global partnership to make palm oil sustainable - Roundtable on Sustainable Palm Oil \(RSPO\)](#)

Rainforest Alliance

Peters maintained its Rainforest Alliance certification in 2025. Rainforest Alliance certifies against sustainability standards based on environmental, economic, and social well-being. More information about UTZ (Rainforest Alliance) Certification can be found at: [Home | Rainforest Alliance](#)

Supplier Onboarding

As part of the onboarding process, Peters requires all new suppliers to complete a supplier questionnaire. This questionnaire includes specific questions on ethics and modern slavery, which suppliers must answer before they can become a supplier.

Assessment of effectiveness of actions taken

The Peters Modern Slavery Policy and relevant ancillary policies, along with our standard terms have been effective in highlighting modern slavery compliance requirements.

Our most effective modern slavery action to date remains our membership of Sedex. Peters will continue to create working partnerships with our suppliers through Sedex membership.

Our plan for the next 12 months involves specific actions to continue to minimise modern slavery risks, including:

- **Resourcing:** we will continue to resource our Supply Chain Team appropriately to allow proactive monitoring and assessment of responsible trade and conditions within our supply chain.
- **Policies:** we will continue to review and refresh relevant policies, including our Modern Slavery Policy and Whistle Blower Policy to address the key modern slavery principles and to allow for reporting of any modern slavery concerns.
- **Training:** we will introduce specific online training modules to train staff in relevant roles to appropriately identify and manage modern slavery risks.
- **Contractual provisions:** we will continue to address compliance with modern slavery laws as part of our contracting processes with third parties throughout our operation and supply chain.
- **Supplier Assurance Questionnaires:** we will continue to conduct SAQs with our suppliers and assess suppliers for modern slavery risks. We will conduct analysis on the data received to identify any particular modern slavery concerns.
- **Audit:** Peters will undertake an external SMETA 4 pillars audit in 2026. We will also continue to conduct regular quality audits (including in relation to modern slavery) with key suppliers to gain further understanding of the standards of labour, health and safety and environmental performance and ethics within Peters' operations.

Peters remains committed to minimising modern slavery risks in our business.





Process of consultation

This Modern Slavery Statement has been developed in consultation with senior executives who provided feedback on the statement prior to it being provided to the board of Riviera Holdings for final review and approval.

This statement was approved by the board of Riviera Holdings (Aus) Pty Ltd in its capacity as principal governing body of Peters on 26 June 2026 and is signed by Emma-Jane Collins, Director, on behalf of the board.

A handwritten signature in white ink, appearing to read "ejcollins", is positioned above a dotted line.

Emma-Jane Collins

Director

26 June 2026

