



Red Bull Australia Pty Ltd · Level 1, 55 Doody Street · Alexandria 2015 NSW · Australia  
Phone: +61 (2) 9023 2800

## **OUR COMMITMENT**

The commitment of Red Bull Australia Pty Ltd (Red Bull Australia) to mitigate the risk of modern slavery practices within our business operations is stronger than ever. Our third statement confirms the actions we have taken in 2022 along with our plans for implementation during 2023.

As an organisation we reject modern slavery in all its forms (including human trafficking, forced or compulsory labour, child labour, debt bondage, work under threat of punishment and other forms of human exploitation) and we are committed to maintaining appropriate safeguards against the mistreatment of persons within our operations and supply chain. We aim to keep our supply chain transparent. Our suppliers are contractually obliged to manage modern slavery risks and we are constantly monitoring measures in place to ensure these requirements are being met and improved whenever necessary.

As a global company, Red Bull GmbH (Red Bull Australia's parent company) also complies with its obligations regarding modern slavery. This includes providing statements of compliance with local modern slavery legislation where required by law.

## **REPORTING CRITERIA 1 & 2: ABOUT RED BULL AUSTRALIA**

### **OUR ORGANISATIONAL STRUCTURE**

Red Bull Australia is a wholly owned subsidiary of Red Bull GmbH, based in Austria. Red Bull Australia does not own or control any subsidiaries. Our Red Bull Australia modern slavery initiatives and statement is approved by the directors of Red Bull Australia and is endorsed by Red Bull GmbH.

### **OUR OPERATIONS**

As of 2022 Red Bull Australia's core business is the purchasing, importation, marketing and sale of a range of Red Bull Energy Drink non-alcoholic beverage products. The domestic distribution of these products continues to be managed via a third-party logistics partner in all Australian States and Territories.

To support the above, we continued to undertake activities including the organisation and hosting of Red Bull events, partnership with athletes and sporting teams and partnerships at third-party events, such as music festivals, media and content production, as well as advertising.

Red Bull Australia, both directly and indirectly, covers a variety of routes to market, with our customers predominantly falling into the Retail, Convenience and On-Premise Channels. These customers are supplied product either directly via our third-party logistics provider, or indirectly through our Australian Wholesaler and Distribution partners.

### **OUR SUPPLY CHAIN**

Red Bull Australia's supply chain involves the purchase of Red Bull beverages and associated items from our parent company, Red Bull GmbH. This subsequently involves the importation and



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transportation of energy drinks and associated items into Australia to various customers and business partners. These customers include several Australian based third-party logistics partners who manage the transportation and logistics of the aforementioned elements.

Our supply chain can be divided into two distinct categories:

1. finished goods and point of sale material purchased from Red Bull GmbH; and
2. products and services procured locally within Australia

### **Finished goods and Point of Sale material purchased from Red Bull GmbH**

In 2022 all Red Bull finished goods produced for the Australian market were manufactured with ingredients via third party manufacturers within Austria and Switzerland. These finished goods are subsequently purchased from Red Bull GmbH who are headquartered in Austria. Products are then imported into Australia predominantly via sea freight and warehoused and distributed by local third-party logistics partners. In addition to the requirements which Red Bull Australia has in place to manage operational risks, the mutual commitment of our suppliers is also at the core of all our partnerships. As an example of this, our main domestic third-party logistics partner has implemented an extensive list of activities aiming to mitigate risks of modern slavery within their operation. They have conducted a comprehensive risk assessment of their suppliers located in countries exposed to high risk of modern slavery practices. In addition, they have also enhanced their supplier selection process, enhanced their reporting capabilities, and provided internal training on combatting modern slavery.

The range of finished goods purchased from Red Bull GmbH includes Red Bull Energy Drink, Red Bull Sugarfree, Red Bull Zero and the Red Bull Editions range (referred to as "Red Bull Energy Drinks"). The purchase of Red Bull Energy Drinks from Red Bull GmbH is Red Bull Australia's predominant business and makes up most of our annual procurement. Marketing products are also predominantly purchased from Red Bull GmbH, with some local instore marketing material produced by third parties where domestically relevant.

### **Products and services procured locally within Australia**

Our Australian supply chain includes services that contribute to our daily operations, including, but not limited to, cleaning, event logistics, contract packing, merchandise, marketing and security that service Red Bull Australia's national offices, State offices and event sites.

Following on from our progress last year with evaluating our suppliers' risk profile utilising a recognised third-party risk management provider, in 2022 we decided to extend the assessment and questionnaire to additional key category A and category B suppliers. Category A suppliers are accountable for 80% of our supplier spend, whilst Category B suppliers represent the following 15% of our supplier spend. The assessment, ethical screening questions and final report were undertaken by accredited service provider, CM3 Contractor Management.



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### **REPORTING CRITERIA 3: MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAIN**

Our 2021 Modern Slavery statement comprised a list of recommendations from our contracted risk management partner CM3, as well as other improvement opportunities. In response to this, over the past 12 months we have implemented a series of initiatives aiming to educate our teams and suppliers, to raise awareness and to gain a better understanding of our suppliers' risk profile in relation to modern slavery.

Some of these key initiatives include:

- We invited a selected group of category A suppliers to take an online course hosted by SAP Litmos. All the invited suppliers agreed to take part of this initiative and approximately 75% of these suppliers completed the module 'Combatting Modern Slavery'. This course covered different topics, including:
  - Defining modern slavery
  - Identifying different forms of modern slavery
  - Detecting markets and type of the industries prone to modern slavery practices
  - Addressing modern slavery and;
  - The consequences of not taking action to combat modern Slavery (reputational, economic and operational)
- Building on the insights from the 2021 risk assessment undertaken by CM3, in 2022 we extended the ethical sourcing screening questionnaire to additional category A and category B suppliers; provided and funded by Red Bull Australia.
- Category A suppliers who failed to respond to the 2021 questionnaire, or whose response was deemed inadequate, were requested to complete the questionnaire.
- We have addressed specific recommendations from the CM3 2021 report with the corresponding suppliers. Examples of this are:
  - gathering the evidence from our cleaning provider on meeting obligations to address modern slavery risks
  - including modern slavery discussions in our suppliers' performance review meetings, aiming to identify potential risks
  - setting the expectation to suppliers on strengthening modern slavery controls within their operation
  - promoting internal and external training on modern slavery practices, to raise awareness among staff and business partners

Additional detail of the actions taken in 2022 can be found within the Reporting Criteria 4 section – Actions Taken to Assess and Address Risk.

#### **Operational Risks**

OUR PEOPLE



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The Red Bull Australia team during this reporting period comprised approximately 214 permanent employees across sales, Marketing, Operations, Finance and Human Resources. Our women operating headcount has increased by a single digit number since 2021. In addition, Red Bull Australia employs a part-time workforce, primarily across marketing execution activities.

Employees undertake duties across all Australian States and Territories, with most of our workforce residing within major Australian capital cities. Diversity and inclusion are a fundamental part of our ethos and we seek out talent with different backgrounds. As a member of the Diversity Council of Australia, we continue to be committed to ensuring Red Bull Australia is a diverse and equal place for all employees to work.

Red Bull Australia's national headquarters is located in Alexandria, New South Wales, with State offices in Brisbane, Melbourne, Adelaide and Perth.

## OUR POLICIES

Red Bull Australia maintained several policies and processes in 2022 to help identify and manage potential modern slavery and labour rights risks within the business and its supply chain. These policies are reviewed annually as a minimum (and more regularly should circumstances require it), by the relevant functional Department or Australian Leadership Team.

The following policies reference our commitment to responsible and ethical business practices and enable grievances to be raised primarily by employees, but also business partners, without fear of retribution. The Supplier Code of Conduct included below is a global Red Bull policy mandated by our parent company Red Bull GmbH, which is implemented across our suppliers. With the appointment of a dedicated Red Bull Australia Procurement Manager, supplier compliance to this code is an integral element of the responsibilities of this role.

Specifically, our Global and local policies remain as follows:

<b>Policy</b>	<b>Intent</b>
Global Code of Business Conduct (employees)	In February 2022, our updated Global Code of Business Conduct was reissued with all employees to review and sign to acknowledge the reading and understanding of the Code. The Global Code of Business Conduct continues to be required to be read and signed annually by all existing global employees of any Red Bull subsidiary and is mandatory for any new employees joining Red Bull Australia to agree to the Code.
'Speak Up' whistle-blower policy	The Red Bull 'Speak Up' Ethics Alert Procedure (whistle-blower policy) sets minimum standards for our business and contains details of how to make a report under the policy via external and internal whistle-blower grievance channels. Our company-based whistle-blower hotline is accessible by our team members, suppliers, the external community, and stakeholders. As part of this policy, Red Bull encourages a 'Speak Up' working culture, where employees feel comfortable with raising issues and concerns without fear of retaliation.



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<p>Supplier Code of Conduct</p>	<p>The Supplier Code of Conduct forms the basis of all business relationships with Red Bull and applies to Red Bull itself as well as to all our suppliers. It is expected that our Business Partners communicate the principles and requirements of this Code to their suppliers and to ensure their suppliers comply with them as well. We expect our Business Partners to take the Code of Conduct into account during the selection process of their suppliers. Our Supplier Code of Conduct is based on the core principles as set out in the Business Social Compliance Initiative (BSCI), the conventions of the International Labor Organization (ILO), the United Nations Universal Declaration of Human Rights, the U.N. Convention on the Rights of the Child and the U.N. Conventions for Elimination of All Forms of Discrimination, the principles of the U.N. Global Compact as well as the OECD Guidelines for Multinational Enterprises. The Supplier Code of Conduct includes a requirement for suppliers to comply with Red Bull's key principles to mitigate the risks of discrimination, coercion, forced labour, child labour, wages &amp; benefits, working hours, safety and health, hygiene, housing/dormitories, freedom of association, bribery and corruption and environmental protection. In October 2022 the Red Bull Supplier Code of Conduct was updated and communicated to our suppliers and contractors. Every new and existing supplier and contractor must sign the Supplier Code of Conduct.</p>
<p>Bull of Rights</p>	<p>The Bull of Rights is the 'playbook' for working at Red Bull Australia; it contains information about our company's history and values, our over-arching philosophy, and commitments, along with the more practical detail on the policies and procedures that help us operate safely, ethically, and effectively within our roles. The Bull of Rights also specifically details Red Bull Australia's intolerance of modern slavery across all areas of our business, both internally and externally. This document is provided to all Red Bull employees on commencement, reviewed and redistributed annually and updated as and when policies, laws or procedures change. In February 2022, all employees were required to read and sign the document to confirm they have read and fully understand the contents.</p>

## SUPPLY CHAIN RISKS

Following our previous analysis detailed in earlier modern slavery statements, we continue to assess the risk of modern slavery practices across our suppliers and supply chain with special focus on the following categories:

- **Industry sector:** specific industry sectors deemed as high risk in international and national guidance documentation.



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- **Commodity/product:** specific products and commodities deemed as high risk by the United States Department of Labor's 2018 List of Goods Produced by Child and Forced Labor, the Global Slavery Index (GSI) and other international guidance materials.
- **Geographic location:** based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 GSI and our consultant's proprietary risk profiles based on 13 country risk indices such as corruption, freedom of speech, worker rights, and migrant workers. While we predominantly use suppliers based in Australia, we recognise that the goods and services they use (our Tier 2 suppliers) may come from geographic locations that could be deemed as high risk.
- **Workforce profile:** In undertaking our supplier analysis we considered the type of labour involved in the production of our goods and services, particularly where low skilled, vulnerable, or migrant labour is used, or where the work is deemed as '4D' work (Dirty, Dull, Dangerous or Degrading).

## CATEGORY RISK

The ten supply categories we have identified as posing a potential risk for modern slavery are:

- Events & event logistics
- IT
- Travel & accommodation
- Textiles & merchandise
- Building & construction
- Plumbing & electrical
- Sales & distribution
- Cleaning & security
- Office supplies
- Packaging materials

In 2021, Red Bull Australia engaged with CM3 Contractor Management Pty Ltd; an accredited risk management partner, to undertake a review of a selected group of category A suppliers representing approximately 50% of our third party spend. In 2022 we extended the modern slavery review to other category B suppliers representing in total approximately 95% of our third-party spend. As detailed further within the statement, various positive actions have been taken following the 2021 CM3 report. Additionally, CM3 made new recommendations corresponding to the 2022 risk assessment which are also detailed below.

## COUNTRY RISK

While our total supply chain (incl. Red Bull Energy Drinks and marketing & point of sale material) spans across the globe, over 90% of Red Bull Australia's third party spend corresponds to local suppliers.

CM3's assessment did not reveal any obvious modern slavery risk. However, some of these suppliers belong to industry sectors, or provide goods and services known to present higher risks for modern slavery in both Australia and internationally. Based on this, Red Bull Australia will focus its attention on continuing to carry out due diligence on these suppliers; ensuring they comply with



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their contractual obligations as well as with our policies and standards. This compliance will be secured by holding suppliers accountable to our contractual requirements.

## MODERN SLAVERY QUESTIONNAIRE – RECOMMENDATIONS

In conjunction with our ongoing actions from 2020 and 2021, in 2022 we issued a modern slavery questionnaire to selected suppliers corresponding to the remaining top 95% of our third-party spend (suppliers that had not been assessed in previous analysis). The purpose of this questionnaire, which was formulated utilising the Australian Border Force guidance, was to assess the maturity level of our suppliers, and identify any immediate risks, along with the areas in which they could reduce the risk of modern slavery within their own supply chains.

## RESULTS AND DATA ANALYSIS

The assessment report generated by CM3 includes recommendations for both Red Bull Australia and the suppliers that participated in the assessment. The recommendations corresponding to the participating suppliers were specific and targeted to each supplier. Red Bull will address these recommendations individually at upcoming supplier performance meetings and table relevant recommendations accordingly. This undertaking will be paramount to understand our suppliers' actions to reduce their risk profile and to ensure alignment with our commitment.

Furthermore, and as part of the 2022 assessment, CM3 provided the following recommendations for Red Bull Australia:

- Focus on supplier engagement and education when addressing modern slavery at performance meetings, as some suppliers surveyed this year have very limited understanding of their role in the prevention of slavery-like practices and upholding human rights.
- Explore the benefits of using a digital solution to improve data accuracy relating to human rights. Consider what reports could be generated using tools linked to Red Bull's ethical sourcing screening questions and surveys responses.
- Continue our due diligence on services, of which a number of positive initiatives have been implemented in 2022. These include:
  - Implementing a mandatory requirement to include modern slavery clauses in all supplier contracts
  - Performing regular reviews of the Supplier Code of Conduct
  - Introducing ongoing dialogue with suppliers about sustainability and Human Rights
  - Providing training on "Combatting Modern Slavery" to a selected group of our category A suppliers.

Red Bull has agreed to implement these recommendations and has included these activities in the implementation plan for 2023.

## RED BULL PARENT COMPANY SUPPLY CHAIN



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We procure our finished Red Bull Energy Drink products (along with certain marketing and point of sale items) directly from our head office (Red Bull GmbH) located in Austria. Our head office is responsible for contract manufacturing and shipping of Red Bull Energy Drink products to Australia.

As a global company that supplies all Red Bull subsidiaries internationally, Red Bull GmbH has a global supply chain. Ingredients (such as sugar and water), primary packaging (such as aluminium cans), secondary packaging (such as cardboard trays and multipack packaging) and other finished goods are sourced from a variety of global jurisdictions and suppliers. For Red Bull Australia, Red Bull GmbH is a Tier 1 supplier of finished products. To manage the risk of modern slavery for suppliers contracted to Red Bull GmbH, the following modern slavery mitigation measures are adopted and implemented by Red Bull GmbH:

### Global Supplier Code of Conduct

Implementation of Red Bull GmbH's Global Supplier Code of Conduct with mandatory compliance for all suppliers and partners via a written agreement.

The Global Supplier Code of Conduct is based on the core principles as set out in the Business Social Compliance Initiative (BSCI), the conventions of the International Labor Organization (ILO), the United Nations Universal Declaration of Human Rights, the U.N. Convention on the Rights of the Child and the U.N. Conventions for Elimination of All Forms of Discrimination, the principles of the U.N. Global Compact as well as the OECD Guidelines for Multinational Enterprises.

The Global Supplier Code of Conduct includes a requirement for suppliers to comply with Red Bull's key principles to mitigate the risks of discrimination, coercion, forced labour, child labour, wages & benefits, working hours, safety and health, hygiene, housing/dormitories, freedom of association, bribery and corruption and environmental protection.

This Global Supplier Code of Conduct is regularly reviewed and updated, with the last review taking place October 2022.

### Contractual implementation throughout the tertiary supply chain

In addition to the above Global Supplier Code of Conduct, as a condition of engagement, Red Bull GmbH requires the inclusion of contractual obligations to manage modern slavery risks into all agreements with all suppliers to Red Bull GmbH. Furthermore, to ensure that modern slavery risks are managed at depth throughout Red Bull GmbH's tertiary supply chain, there is also a mandatory requirement on all suppliers to Red Bull GmbH, to include corresponding modern slavery clauses in the contracts they negotiate with their own tertiary suppliers. Partnership and contractual agreements are implemented and managed by all employees. As per previous statements and in line with our 2021 statement, in 2022 Red Bull Australia appointed a new Procurement and Sustainability Manager who also oversees compliance with these requirements.

### Auditing and verification of modern slavery compliance



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Red Bull GmbH conducts regular internal audits of its suppliers to ensure ongoing compliance against the Global Supplier Code of Conduct. These audits are conducted proactively, and form part of Red Bull GmbH's standard operating procedures with respect to supplier management.

#### Master contracts

In addition, all master contracts with global suppliers that may incidentally supply Red Bull Australia are negotiated and directly managed by Red Bull GmbH. The same rigorous standards and contractual obligations for managing, mitigating, and verifying modern slavery risks outlined above are applied to these suppliers by Red Bull GmbH on behalf of Red Bull Australia.

### REPORTING CRITERIA 4: ACTIONS TAKEN TO ASSESS AND ADDRESS RISK

#### YEAR THREE STATEMENT ACTIONS (2022)

Red Bull Australia undertook the following actions to address modern slavery risk during the 2022 calendar year. A number of these are fundamental to our standard business practice and as such, were also featured within our 2020 and 2021 Statements.

Year 3 Statement Actions (Ongoing)	Status
Modern Slavery Working Group	Representatives from Legal, Operations and Occupational Health and Safety, meeting to help grow business wide understanding and develop actions to reduce modern slavery risk within our supply chain.
Policy Updates	Red Bull Supplier Contracts, Supplier Code of Conduct, 'Speak Up' Policy and 'Bull of Rights' maintained and updated where relevant.
Building on Global Learnings	International participation within internal Red Bull Global Modern Slavery workshops to build on global learnings and understand our company wide approach to incoming similar supply chain legislation in Europe. This participation and involvement is invaluable to improve global knowledge and share learnings on meaningful actions.
Employee Code of Conduct	Employee Code of Conduct re-signing for all employees which is tracked and monitored to ensure 100% compliance.
Red Bull Australia 'Bull of Rights'	Bull of Rights re-signing for all employees, again, this is mandatory, and signing is a



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	requirement for all employees of Red Bull Australia and is a condition of employment.
Modern Slavery Staff Training	Compulsory recorded internal modern slavery web-based training for all Red Bull Australia employees as detailed below.
<b>Year 3 Statement Actions (New)</b>	<b>Status</b>
Modern Slavery Audit Questionnaire	CM3 supplier audit questionnaire issued to the remaining Category A suppliers and extended it to selected Category B suppliers (reaching ~95% third-party spend).
Modern Slavery Audit Results	CM3 Modern Slavery Supplier Audit results, with follow up actions to be tabled with suppliers in our year three statement.
Red Bull Australia Procurement Manager	Hiring of a new Red Bull Australia Procurement Manager, who leads delivery of actions identified in Red Bull Australia modern slavery commitments. In addition to management of our Modern Slavery Act reporting obligations they are also responsible for overseeing the compliance of the Supplier Code of Conduct, which addresses key elements of Ethical and Sustainable Procurement.
Supplier Code of Conduct	New Supplier Code of Conduct implemented in October 2022. Sustainability has also been incorporated to this Code.
Procurement Policy	A new Procurement Policy has been developed at Red Bull Australia. The policy includes guidance regarding Sustainability and Ethical Procurement.
Sourcing	All sourcing projects address sustainability and modern slavery as part of the supplier assessment and evaluation criteria.
Supplier training	"Combatting Modern Slavery" training provided to a selected group of Category A suppliers.

Further elaboration on the major elements of our 2022 actions are further detailed below:

### CM3 MODERN SLAVERY SUPPLIER ASSESSMENT RESULTS



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In 2022 we reengaged accredited supplier CM3 Contractor Management, to undertake a review of a selected group of Category A and Category B suppliers, comprised of Ethical Sourcing screening questions and a subsequent modern slavery questionnaire. These results were reviewed by the CM3 Compliance Manager and subsequently used to generate recommendations across multiple areas.

A highlight of the 2022 final report was the evaluation performed of our main cleaning supplier, as cleaning services is considered a high-risk category. According to CM3, Marigold Services Group submitted a complete and well considered response, which continues to demonstrate a strong commitment to align with Red Bull Australia strategic goals.

In the next 12 months we will focus on upweighting suppliers' capabilities around modern slavery policies and standards, with special focus on supplier engagement and education, as per CM3 recommendations. The purpose of this initiative is to increase awareness of modern slavery and means by which to combat it within their own operation and supply chain.

### **PROCUREMENT MANAGER APPOINTMENT**

In 2022 a new Procurement and Sustainability Manager was appointed at Red Bull Australia. The Procurement and Sustainability Manager is responsible for overseeing the compliance of the Supplier Code of Conduct, which addresses key element of ethical and sustainable Procurement.

As at the time of submitting this statement the Procurement and Sustainability Manager has developed and implemented relevant initiatives that have been described below.

### **SUPPLIER CODE OF CONDUCT**

A new Supplier Code of Conduct has been approved by Red Bull Australia in October 2022. This revised Code triggered multiple activities to ensure supplier compliance and alignment. Examples of this are:

- All category A and category B suppliers (accountable for approximately 95% of our third-party spend) which haven't previously signed the Supplier Code of Conduct, have been requested to sign the Code of Conduct.
- All new suppliers and contractors must read and sign the Supplier Code of Conduct, demonstrating acceptance of our business requirements for suppliers and sub-contractors.
- As a priority for 2023, we will include our Supplier Code of Conduct to all purchase orders, notifying suppliers of their acceptance to the Code with the acceptance of the order.

### **PROCUREMENT POLICY**

The new Procurement Policy defines how Red Bull Australia performs the procurement of goods and services and provides guidance on the approach and requirements from both parties, the business, and suppliers. These requirements include sustainability, modern slavery, diversity and inclusion, and other key compliance elements.



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## **SOURCING**

At all sourcing events and as part of the supplier assessment, respondents are required to provide specific details around their approach to eradicate risks of modern slavery practices within their businesses and supply chain.

Environmental, social and governance (ESG) items now carry a much higher importance weighting in the decision-making process within any sourcing project and supplier selection at Red Bull Australia.

## **SUPPLIER TRAINING**

In 2022, a selected group of category A suppliers (accountable for approximately 80% of our spend) were invited to participate in a web-based training hosted by SAP Litmos. The purpose of the training was to raise awareness on identifying modern slavery in the world and to find ways to mitigate risks of modern slavery within and outside the organisation.

## **REPORTING CRITERIA 5: EFFECTIVENESS ASSESSMENT**

As the majority of our 2022 actions above are now completed, we have reviewed their effectiveness and categorised them accordingly.

### **Elements Achieved or Exceeded**

- Conducted web-based training modules to all Red Bull employees and ensured completion.
- Analysed selected category A and category B suppliers by spend (95% spend) and issued questionnaire to gain a more in-depth view of their modern slavery risk profiles.
- Reviewed employee Code of Conduct, inclusive of modern slavery references.
- Continued to update the relevant Red Bull Supplier Agreements, inclusive of modern slavery clauses.
- Maintained 'Speak Up' (whistle-blower) Ethics Alert Procedure.
- Maintained Red Bull 'Bull of Rights' employee commitment.
- Appointed of a new Procurement and Sustainability Manager, demonstrating incremental investment and a dedicated focus to ongoing identification and elimination of modern slavery within our Supply Chain.
- Provided online training to selected category A and category B suppliers on "Combatting Modern Slavery".
- All 100% of the invited suppliers accepted to participate in the training "Combatting Modern Slavery" and expressed gratitude for being invited. Over 75% of these suppliers completing the module and scoring a result within the 'excellent' range.
- All new suppliers must agree and adhere to Red Bull's revised Supplier Code of Conduct, which includes Sustainability and Ethical procurement.
- All key existing supplier must agree and adhere to Red Bull's Supplier Code of Conduct.

**We have identified the following opportunities and areas for further attention during the 2023 reporting period:**



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- Explore available technology to support Red Bull Australia's commitment in identifying, tracking, and mapping suppliers by ESG (Environmental, Social and Governance) activities.
- Appoint a Sustainability lead to provide support at Red Bull Australia events, with a focus on environmental, social and ethical related areas.
- Address specific recommendations for suppliers from the CM3 report. Follow up on the suppliers' course of action at performance review meetings, setting deadlines and ensuring agreed recommendations are appropriately actioned.
- Follow up questionnaire to those suppliers who failed to respond in 2022, or whose response is deemed inadequate, ultimately providing a more thorough understanding of most of our procurement spend.
- Develop reporting tools aiming to measure policy compliance and to raise awareness on all areas of Procurement, with special focus on ethical and sustainable Procurement.
- Look favourably upon suppliers responding to tender events that can demonstrate maturity in ESG practices, such as CSR Procurement, supplier auditing and modern slavery framework.
- Flag high risk suppliers in our supplier database, aiming to face higher scrutiny during performance review meetings.
- Formalise new requirement consisting of a mandatory action for new tier 1 suppliers to submit a robust sustainability plan.
- Provide further training to staff and suppliers on identifying forms of modern slavery within any business and supply chain, and the recommended course of action.
- Implement a risk-based approach consisting of a mandatory requirement for all suppliers to include modern slavery clauses in the contracts they negotiate with their suppliers.
- Regularly, update, communicate and issue Supplier Code of Conduct to suppliers and contractors.

We see this assessment component to be an ongoing process and paramount to driving meaningful change across both internal (employees) and external (partners and suppliers) elements of Red Bull Australia. As such we remain committed to not only positive impacts, but also ongoing compliance, as we continue this journey.

#### **REPORTING CRITERIA 6: PROCESS OF CONSULTATION WITH ENTITIES OWNED OR CONTROLLED**

Red Bull Australia Pty Ltd does not own or control any subsidiaries or related entities.

This statement was approved by the board of Red Bull Australia Pty Ltd on 16<sup>th</sup> June 2023.

Miles Wilson  
Managing Director  
16<sup>th</sup> June 2023