



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT 2024



CASELLA
FAMILY BRANDS

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This statement covers the activities of Casella Wines Pty. Limited ABN 960 060 745 315 from JAN 2024 to DEC 2024 to understand and implement actions to minimise the risk of modern slavery and human trafficking in our operations and supply chain. Note: Casella Family Brands has adjusted their reporting period to the calendar year.

Casella Family Brands (CFB) is the trading name of Casella Wines Pty. Limited and will be referred to throughout this statement. CFB is committed to acting responsibly throughout the organisation and the supply chain. Our corporate values and sustainability framework are integral to creating an ethical workplace culture, both internally and externally across our activities with all stakeholders.

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INTRODUCTION

This Modern Slavery statement for CFB (the “Statement”) has been prepared in response to the Australian Federal Government’s Modern Slavery Act 2018. The purpose of this statement is to provide information pertaining to the processes adopted by CFB to address modern slavery and human trafficking risks to our business and across our supply chain in accordance with The Act. CFB operates with a ‘continuous improvement’ philosophy, and we commit to an ongoing review of actions taken to mitigate risks associated with modern slavery to ensure the highest standards of integrity are upheld. We commit to strengthening our policies and performance in line with the requirements of the Australian Modern Slavery Act 2018.

ABOUT CASELLA FAMILY BRANDS (CRITERIA 1&2)

Casella Family Brands (CFB) vision is to create a portfolio of distinct and outstanding beverages to bring joy to life’s moments shared with family and friends, while positively impacting the world around us.

From humble beginnings making wine in the Riverina area of New South Wales in 1969, today CFB is Australia’s largest family-owned drinks company. With Headquarters in Yenda, New South Wales, the company is led by Managing Director John Casella.

Propelled to the forefront of the export arena in 2001 by the hugely successful [yellow tail] wine brand, CFB is committed to showcasing Australian regional and winemaking excellence across the globe with a portfolio of wines, beer, spirits, and ready-to-drink (RTD) for every price point and occasion.

Recent Activity:

- In late 2022, CFB sold 35 vineyards.
- In 2022 CFB acquired full control of the Australian

Beer Company (ABCo). This brewery operates within the company’s Yenda NSW facility and functions as both a brand owner and a provider of third-party bottling and brewing contracts.

- In 2023 CFB acquired NOSH and Ampersand Projects in the RTD category.
- In 2024, CFB entered into an agreement with Better Beer to be the sole distributor of the portfolio in Australia.

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN (CRITERIA 1&2)

Casella Family Brands (CFB) operational structure comprises 5 wineries, a distillery, and a brewery. Also included are vineyards, in-house bottling, canning and warehousing capabilities plus two corporate offices.

Key operational sites

- Casella Family Brands Yenda NSW (wine making, vineyards, brewery operations and bottling & canning operations)
- Peter Lehmann Wines Tanunda SA (wine making & vineyards)
- Brand’s Laira Coonawarra SA (wine making and vineyards)
- Baileys of Glenrowan VIC (wine making & vineyards)
- Morris of Rutherglen VIC (wine making, vineyards and spirits distillery)

Key owned brands

WINE

- [yellow tail]
- Peter Lehmann Wines
- Brand’s Laira
- Morris of Rutherglen
- Baileys of Glenrowan
- Casella Family Wines

- Atmata

BEER/CIDER

- Yenda Brewing Co
- Pressman's Cider
- Son Of A Nun
- Alehouse
- POETS.

RTDs

- Just Drinks Co
- NOSH
- Ampersand

SPIRITS

- Morris Whisky
- 36 South

Operations and supply chains

- Total processing capacity of over 230,000 tonnes of grapes across its five wineries.
- Sources over 40 varieties of fruit from over 250 growers across Australia.
- Produces over 138 million litres of wine per year.
- Exports approximately 80% of its packaged wine to over 60 countries.
- Accounts for over 15% of the volume of all exported Australian wine.
- Employs over 800 people.
- Works with 5,000 domestic and international suppliers and service providers.

Main Operations

The main business operations include the following activities across our global supply chain:

Grape Growing and Sourcing

- Growing grapes on company owned vineyards
- Sourcing grapes from a network of growers across Australia.
- Receival of Australian grapes, grape juice and bulk wine.

- Receival of imported bulk wine.

Wine Production

- The production of still, sparkling and flavoured wine.
- The packaging of company-owned still, sparkling, organic and flavoured wines under its own brand.
- Dispatch of packaged still, organic, sparkling and flavoured wines to domestic and export markets.
- The dispatch of grape juice and wine in bulk.
- The contract packaging of beverage products under customers' own brands.

Wine Distribution

- Export products are packed into shipping containers and transported by road and rail to the port for shipment by sea.
- Domestic products are delivered to their destinations by road and rail.

Sales and Marketing

- A dedicated global sales and marketing team ensures our wines are distributed to importers, retailers and consumers across the globe.

Procurement

- A centralised purchasing department for all winery operations with HQ in Yenda.

Supply Chain

Our supply chain is geographically diverse and encompasses small businesses through to global multi-nationals.

In any given year, CFB procures goods and services from approximately 5,000 direct and indirect suppliers based in regions including Australia and New Zealand (ANZ), Americas, Asia and Europe, Middle East and Africa (EMEA).

Direct suppliers include those from whom CFB buys grapes, bulk wine, glass, cardboard, labels, packaging, and other dry goods, and machinery. Indirect suppliers include those from whom CFB procures services,

including marketing, legal, consultancy and technology-based services.

- Glass.
- Packaging materials.
- Raw materials.
- Machinery.
- Technology (hardware, software and cloud services).
- Uniforms and work attire.
- Office consumables and promotional merchandise.
- Grower services across Riverina and Barossa.

ASSESSING THE RISKS OF MODERN SLAVERY PRACTICES (CRITERIA 3)

We recognise that what we make and how we make it affects the planet, the people, and the communities surrounding our business.

Our strategy is anchored in three fundamental principles that guide our efforts to enhance our operations' environmental and social sustainability while actively promoting sustainable practices throughout our operations and supply chain.

Responsible Production – We commit to producing our brands and products with care and integrity.

Protecting our Planet – We are dedicated to utilising resources and practices responsibly for long-term environmental health.

Empowering People and Places – We create empowering environments for individuals and strengthen local communities.

Our Responsible Production pillar includes working with suppliers to ensure our supply chain is responsible, sustainable, and innovative. Continuous improvement and strengthening of our governance and due diligence processes is also included as a strategic imperative in our sustainability performance.

CFB are responsible for respecting human rights and

support the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The following areas are CFBs highest potential modern slavery risks:

- Material suppliers where products are sourced domestically and internationally.
- Material suppliers that import all or part of their products.
- Labour hire companies who provide labour to some grape growers and vineyards.
- Grape Growers, grape harvesting and cartage contractors.
- Recruitment of seasonal and migrant workers.
- Transport companies who transfer the finished product and deliver material inputs between the different facilities, suppliers, and retailers.

Lower risk areas include all operational activities that are directly undertaken by CFB employees and covered by our internal processes and that we have more operational control over.

ADDRESSING THE RISK OF MODERN SLAVERY PRACTICES (CRITERIA 4)

Following the release of CFB's Sustainability Strategy, an updated human rights risk assessment was performed in 2024 to ensure the above risks identified (Criteria 3) are still reflective of our most material risks.

CFB is committed to operating responsibly and will not tolerate any known forms of slavery including but not limited to; human trafficking, forced labour, debt bondage, child labour, deceptive recruiting for labour or services in our business.

CFB is wholly opposed to the use of slave or child labour in all forms, cruel, subhuman or degrading punishments, and any attempt to control or reduce freedom of thought, consciences and religion.

In compliance with international standards, including the Universal Declaration of Human Rights, The United Nations Principles on Business and Human Rights, and Australian laws, CFB will not knowingly employ underage children and does not permit child labour exploitation under any circumstances.

All forms of human trafficking and forced labour, such as withholding deposits, salary and benefits or the retention of identity documents from workers, are not knowingly undertaken.

Workers shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment provided that they give reasonable notice to their employer.

CFB does not knowingly enter into any business arrangement with any person, company or organisation which fails to uphold the human rights of its employees or who breaches the human rights of those affected by the organisation's activities.

CFB POLICIES AND PROCEDURES

Outlined below are the existing policies and procedures working towards the mitigation of human rights and modern slavery risks for our employees.

CFB has a process whereby employees report any concerns regarding unethical or illegal conduct in relation to modern slavery or human trafficking. Employees can report to their manager, or report through a dedicated CFB feedback system via email or phone.

CFB's cross functional working group (Modern Day Slavery Committee) is responsible for identifying and implementing process improvements and compliance. Overseen by the Sustainability Manager, the committee also includes the Head of Communications, Human Resources Manager, General Manager Procurement & Supply Chain, Quality Systems Administrator and

others as required.

The Committee is responsible for leading our ongoing commitment to prevent violations of human rights including modern forms of slavery. The Committee's remit includes reviewing and assessing policies and procedures, implementing changes and improvements, and updating the Company's Modern Slavery and Human Tracking Statement on an annual basis.

CFB's policies and procedures reflect our values, and set the expectations of our employees to ensure a fair and ethical workplace. These include:

- Anti-discrimination, Anti-harassment and Anti-bullying Policy – No employee shall be unduly harassed, discriminated or bullied due to their race, gender, religious beliefs, sexual persuasion or personal activities.
- Equal Employment Opportunity Policy - CFB is committed to ensuring that all employees enjoy equal employment opportunity (EEO). This means that employees are treated fairly and equally when employment decisions are made and that unlawful discrimination does not take place.
- Procurement Policy – CFB aims to work with suppliers that have similar values and operate with integrity.
- Code of Conduct – expectation of employees to observe the highest standards of ethics, integrity and behaviour during their time with the company.
- Workplace Health & Safety Policy - commitment to achieving an incident and injury free workplace.
- Employee Assistance Program - EAP provides consultation services for referrals to local community treatment sources for all employees.
- CFB adhere to the requirements of Fair Work Australia legislation.

- Employees subject to award schemes or rates have these applied and specified before and during employment.
- Employees hired under a 'labour hire' arrangement are subject to the health and safety protections afforded to everyone on our sites and are expected to follow CFBs own health and safety standards. CFB follow the guidance set out by Safe Work Australia.
- Potential seasonal employees are VEVO checked (The Australian Governments Visa Entitlement Verification Online system check) for valid working rights prior to interviews taking place and if employed are paid under the appropriate Australian award/agreement.

ACTIONS TAKEN DURING THE 2024 REPORTING YEAR (CRITERIA 4)

- Established a comprehensive set of criteria to identify our most material suppliers. This involves evaluating various factors such as the scale of operations and the nature of the goods or services provided. By doing so, we ensure that we focus our efforts on suppliers who have the most significant impact on our supply chain.
- Developed a detailed Modern Slavery questionnaire designed to assess our suppliers' progress in addressing modern slavery risks. This questionnaire covers a wide range of topics, including their policies on labor rights, their procedures for monitoring and mitigating risks and their overall commitment to dealing with Modern Slavery risks. The responses help us gauge the effectiveness of their efforts and identify areas for improvement.
- We have completed an EcoVadis Assessment, a rigorous evaluation that measures a company's performance in environmental, social, and ethical aspects. This assessment provides us with a comprehensive overview of our suppliers' sustainability

practices and highlights areas where they excel or need further development. The insights gained from this assessment are crucial for our ongoing efforts to promote responsible business practices.

- Implemented the Sustainable Winegrowing Australia program across our wineries, vineyards, and grower base. This initiative involves adopting best practices in sustainable agriculture, focusing on reducing environmental impact, enhancing biodiversity, and ensuring the well-being of our workers. By integrating these practices, we aim to create a more sustainable and ethical supply chain.

- We have actively participated in the Grape and Wine Sector Regulatory Impact Analysis, which included a comprehensive review of the Code of Conduct for Australian Winegrape Purchases, to which we are also a signatory. Our involvement in this analysis underscores our commitment to maintaining high standards within the industry, demonstrating our dedication to ethical practices and fair dealings in winegrape transactions.

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS (CRITERIA 5)

We will continue to develop and modify our approach as required to ensure that it meets our commitments and that we uphold the highest ethical standards.

We will do this by continuously monitoring and assessing the effectiveness of our actions and ensure improvements in this space.

In our 2025 Modern Slavery Statement, we will report on the following actions we have planned for 2024:

- Review and update our Labour & Human Rights Policies.
- Examine our suppliers Modern Slavery Questionnaires to ensure commitment to dealing with Modern Slavery risks.

- Review supplier onboarding process to capture potential Labour and Human Rights risks

PROCESS OF CONSULTATION WITH ENTITIES CASELLA WINES PTY. LIMITED OWNS OR CONTROLS (CRITERIA 6)

Casella Family Brands Europe Ltd. (CFBE)

CFB will work closely with CFBE to ensure we are sharing best practice and strengthening our policies and performance in line with the requirements of the UK Modern Slavery Act.

This statement has been approved by the Board of Directors of Casella Family Brands Pty Ltd.



John Casella



Joe Casella