

2025 DoorDash Technologies Australia Pty Ltd Modern Slavery Statement



Forward Looking Statements

This document includes forward-looking statements and information. Forward-looking statements generally relate to future events, and such statements in this document include, but are not limited to, expectations regarding DoorDash Australia's intended actions to continue improving its approach to identifying, assessing and addressing modern slavery risks as well as anticipated outcomes of actions already taken and future actions.

These statements reflect current plans and expectations as at the date of approval of this document and may change as DoorDash Australia's business, operations, supply chains, regulatory obligations and risk assessment processes evolve. In particular, expectations and beliefs regarding these matters may not materialize, and actions taken and outcomes realized in future periods are subject to risks and uncertainties that could cause actual results to differ materially from those projected. For information on potential risks and uncertainties that could cause actual results to differ from any results predicted, please see DoorDash, Inc.'s most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q, each filed with the U.S. Securities and Exchange Commission.

Introduction

This Modern Slavery Statement (the "Statement") has been prepared by DoorDash Technologies Australia Pty Ltd (ABN 96 634 446 030) ("DoorDash Australia", "We" or "Our").

This Statement sets out Our ongoing commitment to identifying, assessing, and addressing the risks of modern slavery in Our operations and supply chains. This Statement outlines the steps taken by DoorDash Australia during the 2025 financial year (the "Reporting Period") to identify, assess, understand and mitigate potential modern slavery risks, in accordance with Our obligations under the Modern Slavery Act 2018 (Cth) (the "Act"). We recognise the importance of safeguarding human rights and, as a business, we are committed to promoting ethical and responsible business practices.

In line with Our commitment to continuous improvement, DoorDash Australia has continued to develop and implement its due diligence framework that includes supplier risk assessments, contractual obligations requiring compliance with applicable labour and human rights standards, and ongoing monitoring of supply chain and corporate governance practices. DoorDash Australia's modern slavery governance is overseen by an internal steering committee, which includes key legal and human resources leads, in addition to other employees, contractors and external expert consultants (the "Modern Slavery Steering Committee").

Reporting Criteria #1: Modern Slavery Reporting Entity

This Statement has been prepared by DoorDash Australia, a reporting entity under the Act. DoorDash Australia's corporate office is located in Melbourne, Victoria. DoorDash Australia has offices in both Melbourne and Sydney.

Reporting Criteria #2: Structure, Operations, Supply Chains and Code of Conduct

(i) DoorDash Australia: Structure

DoorDash Australia is wholly owned by DoorDash, Inc. ("DoorDash, Inc."), a company headquartered in San Francisco, California in the United States of America. DoorDash, Inc. is listed on NASDAQ under the stock symbol 'DASH'. DoorDash Australia launched its Australian operations in 2019. DoorDash Australia does not own or control any subsidiaries.

During the Reporting Period, DoorDash Australia employed 211 full time employees ("FTE(s)"). DoorDash Australia has a core management team and board of directors located in Australia, which oversee and govern the day-to-day business operations of DoorDash Australia. DoorDash Australia's staff structure is a combination of both FTEs and short-term contractors ("STC(s)"). During the Reporting Period, 140 new individuals joined DoorDash Australia. This included 124 new FTEs and 16 new STCs. All FTEs were employed directly by DoorDash Australia. Most STCs were hired by third-party staffing solution providers.

(ii) DoorDash Australia: Operations

DoorDash Australia provides an online marketplace using web-based technology to connect independent contractors (known as delivery drivers or "Dashers"), restaurants and/or other businesses (including retail businesses) ("Merchants"), and Australian consumers through the DoorDash Australia online platform. The DoorDash Australia platform permits registered DoorDash Australia users to place orders for delivery of food and/or other goods ("Goods") from various Merchants, and to have those orders delivered to a designated address by a Dasher.

DoorDash Australia typically facilitates delivery of such Goods through a "Marketplace," which is Our digital platform most commonly known to the public. Under the Marketplace model, the sale and delivery of Goods are made available through DoorDash.com or the DoorDash application directly from a Merchant to consumer. DoorDash also offers "Drive," a white-label product that provides delivery of Goods on behalf of Merchants, who have signed up to be a part of the Drive operations model. Under the Drive model, consumers order Goods directly from a Merchant website, and Dashers can accept an offer to deliver such Goods directly from the Merchant to a consumer. Dashers are authorised to deliver Goods in the geographic location(s) in which each delivery driver is located.

(iii) DoorDash Australia: Supply Chain

During the Reporting Period, DoorDash Australia's direct (or "Tier 1") supply chain consisted of more than 88 suppliers. A limited number of international suppliers were utilised during the Reporting Period, with the vast majority of suppliers being Australian-based companies. Our international suppliers operate mostly in the United States of America.

Our suppliers are predominantly professional services firms, including research and consulting firms, interactive media and marketing (online and offline) companies, textile and design companies, IT consulting companies, and companies providing other goods and services, human resourcing & other employment services.

This Statement expands on the potential risks of modern slavery in Our operations and supply chains, and provides an overview of Our policies and requirements set in place as they relate to Our business partners and suppliers in order to comply with laws, regulations and Our ethical standards.

Reporting Criteria #3: Potential Modern Slavery Risks in Our Operations and Supply Chain

During the Reporting Period, in line with the commitments laid out in [DoorDash Australia's Human Rights and Modern Slavery Policy](#) enacted in 2024, the organization undertook an updated general risk assessment to better understand the potential for Our company to cause, contribute to, or be directly linked to modern slavery through its current operations and supply chains, and consider how we can continue to improve our practices. Although we understand that risks may lie (to various degrees) both within Our operations and supply chain, to the best of Our knowledge, no incidents of modern slavery were identified during the Reporting Period, either in Our operations or supply chain.

This Statement provides a high-level overview of the outcomes of this assessment below.

(i) FTEs & STCs

(a) FTEs

Our Full Time Employees (FTEs) are based in Australia and are protected by local Australian laws and regulations, as well as DoorDash Australia's various internal policies. DoorDash Australia has a high level of operational control and oversight of its FTEs.

DoorDash Australia is committed to treating all of its FTEs with respect, and protecting them from discrimination and harassment while in the workplace. These commitments continued to be enshrined in our core human resources policies and programs, such as those listed below.

- [Code of Conduct](#)

- [Compliance Reporting Policy](#)
- [Workplace Violence Prevention and Intervention Program](#)
- [Anti-Harassment; Anti-Discrimination; Anti-Retaliation Policy](#)

Our Code of Conduct and our [Community Guidelines](#) are publicly available. Other policies we maintain as internal only, including the other policies referenced above.

DoorDash maintains an “DoorDash Ethics and Compliance Center” on its intranet that is dedicated to fostering a culture of integrity, facilitating compliance with Our internal policies, laws and regulations, and empowering employees to make ethical decisions that reflect Our core values. DoorDash’s policies and practices have been designed and implemented to help DoorDash maintain the highest business, legal and ethical standards. FTEs can report ethics violations or concerns through the following channels:

- Ethics Hotline (+1800 955 738 in Australia; +1 (844) 887-2170 in the U.S.): Calling the dedicated confidential hotline available to all FTEs.
- [Online Reporting System](#): Submitting concerns regarding violations securely via the AllVoices website.
- Direct Reporting: FTEs are encouraged to report issues directly to their manager, the readily available #ask-ethics-and-compliance Slack channel, or the Australian Human Resources department.

In addition to the above, DoorDash Australia has an Employee Assistance Program that is free and available to all FTEs as part of their employment with DoorDash Australia.

(b) STCs

During the Reporting Period, DoorDash Australia engaged Short Term Contractors (STCs) through several third-party staffing solution providers (“Third-Party Staffing Providers”). Third-Party Staffing Providers were retained to engage STCs across various business lines, including security, marketing, telecommunications, public relations, policy and compliance. DoorDash Australia’s internal policies and procedures are applicable to these STCs, who also have access to the same protections and grievance reporting mechanisms provided to all DoorDash Australia FTEs.

Due to the nature of the agreement with STCs, and the individuals employed under this model falling under the purview and procedures of DoorDash Australia’s resourcing partner (and not DoorDash Australia directly), we acknowledge that Our resourcing partners might potentially have policies, processes and protections that are not as robust as the ones adopted by DoorDash Australia. However, DoorDash Australia only engages reputable resourcing partners. Our resourcing partners instruct all STCs of their need to acknowledge and comply with all of DoorDash Australia’s policies and guidelines. Our resourcing partners are also subject to the DoorDash Australia Code of Conduct and, to date, no incidents have come to DoorDash Australia’s management’s attention from STCs during the Reporting Period to

indicate that any violations as it relates to pay, discrimination, human rights and modern slavery have occurred.

DoorDash Australia continues to assess how it can enhance Our policies and procedures internally to ensure that any potential modern slavery related issues can continue to be freely raised by individuals and can be addressed promptly in order to create a safe and stable working environment for employees and contractors alike.

(c) Visas

During the Reporting Period, DoorDash Australia engaged approximately 77 employees through various categories of visas. DoorDash Australia has an internal Immigration team that works with external immigration consultants to assist DoorDash Australia in complying with all applicable sponsorship and immigration law requirements. DoorDash Australia continues to update this practice yearly.

(ii) Delivery Drivers

Delivery drivers are independent contractors who provide on-demand delivery services via the DoorDash Australia platform. DoorDash Australia recognises that some drivers may be more vulnerable to some modern slavery risks. For example, drivers who are students, from diverse backgrounds, or who are migrant workers, may have fewer immediate support networks, lower English language proficiency, or be unfamiliar with workforce laws within Australia. DoorDash Australia has implemented measures to support these drivers, including robust onboarding requirements, language assistance and training and ongoing support. These are discussed in Our assessment of risks section.

Generally, in order to become a Dasher, individuals must meet certain requirements, including:

1. Review and execute DoorDash Australia's Independent Contractor Agreement;
2. Have the legal right to work in the country;
3. Be at least 18 years old;
4. Have a valid driver's license (if driving);
5. Have a smartphone to use the Dasher app;
6. Pass a background check.

In some Australian jurisdictions, drivers must also complete other requirements in order to unlock certain parts of the DoorDash Australia platform (for example, if drivers want to deliver alcohol, they must complete alcohol delivery training).

DoorDash Australia recognises that drivers are or may be engaged in similar arrangements with other businesses in Australia. We do not restrict drivers from performing services for other businesses, customers, or consumers, even if such businesses directly compete with DoorDash Australia. Dashers have full discretion and autonomy to accept or decline tasks

offered to them through our platform, set their own work hours, and are free to terminate their contract with Our platform whenever they wish, with no penalties or repercussions.

Dashers receive payment per delivery completed with full disclosure of the amount payable to the Dasher, prior to the Dasher accepting the offer. In addition, Dashers have flexible hours - they choose when and where to work. DoorDash Australia does not dictate any Dasher hours. Dashers receive 100% of their tips that customers may provide to the Dashers from the DoorDash app. During the Reporting Period, Dashers continued to be provided with occasional opportunities to earn bonus pay, or to earn more by completing offers.

DoorDash Australia continues to be a party to important proceedings in the Fair Work Commission which will set minimum standards for employee-like workers, including Dashers, and has actively supported the development of a proposal for minimum standards together with the Transport Workers' Union of Australia for the consideration of the Commission.

During our general risk assessment for 2025, DoorDash Australia reviewed the comments and requests received through the Trust and Safety Hotline and Ethics and Compliance Centre, and confirmed that no requests were related to modern slavery concerns. However, based on research in other countries, we identified two potential new risks for modern slavery as it relates to platform workers:

- 1) **Account sharing** - Delivery drivers may illegally rent or subcontract their account to individuals that have not been through the same level of scrutiny or background checks as required by our policies.
- 2) **Work hours** - Delivery drivers, being free to set their own hours, may work excessive hours.

Both of these risks are being addressed through various workstreams, which are further detailed in Section 4.

(iii) Merchants

DoorDash Australia does not employ or manage Merchant workers and has limited visibility over Merchants' internal employment practices. DoorDash Australia partners with a large number of Australian-based Merchants. These Merchants sign up to the DoorDash Australia platform (typically through either a Master Services Agreement or a Sign-On Sheet), and once onboarded, they become a vital part of the DoorDash Australia ecosystem.

DoorDash Australia recognises that parts of the food services, hospitality and retail sectors may have heightened exposure to labour exploitation risks, particularly where businesses rely on temporary, migrant, casual or lower-wage workers.

Accordingly, DoorDash Australia seeks to address this risk proportionately through contractual requirements, platform standards, Partner Code of Conduct expectations, onboarding checks and available Trust and Safety reporting channels.

During the Reporting Period, DoorDash Australia did not identify any reports indicating modern slavery risks involving Merchants. DoorDash Australia will continue to explore proportionate ways to reinforce responsible business conduct and modern slavery awareness across its Merchant relationships.

Suppliers

As in past years, during the Reporting Period a detailed risk assessment of DoorDash Australia's key suppliers was undertaken as part of the preparation of this Statement, based on the geographical location and type of goods or service provided to DoorDash Australia.

The country-based modern slavery risks are based on the Global Slavery Index and is influenced by the following factors:

- Governance issues
- Lack of basic needs
- Inequality
- Disenfranchised groups
- Effects of conflict

Procurement categories were assigned to each supplier, based on the goods or services provided, and were then screened for five social risk categories:

- Labour rights & decent work
- Health and Safety
- Human rights
- Governance

DoorDash Australia's direct supply chain consisted of more than 88 suppliers during the Reporting Period, with most of the suppliers being from Australia, and the remaining from the United States of America, and the Philippines.

Both Australia and the United States have robust human rights protections. While the potential for modern slavery in both jurisdictions is low, they are not without risk. The procurement category risk assessment indicated that DoorDash Australia engaged with suppliers primarily from medium and low risk categories during the Reporting Period. These categories included:

- Advertising & Media services
- Research and Consulting services

- Support services
- Human Resources and Employment services
- Internet and Direct Marketing retail
- IT Consulting and other services
- Paper Packaging

While our initial review of direct Tier 1 suppliers did not reveal any countries or industries with an extremely high risk of modern slavery, we acknowledge that potential risks may exist deeper within our indirect supply chain (Tier 2 and beyond). For instance, DoorDash Australia's real estate providers—such as those offering co-working spaces—may be exposed to higher-risk sectors, including contracted services like cleaning.

Reporting Criteria #4: Addressing Modern Slavery Risks and Due Diligence

A. Managing Risks in Our Operations

DoorDash Australia continues to seek expert external guidance on its internal policies and processes related to identifying and managing modern slavery risks. During the Reporting Period, DoorDash Australia continued to update its Employee Handbook, which includes important information and policies to support Our people in their work and set the standards of behaviours expected by DoorDash Australia. All policies and guidelines within the Employee Handbook apply to all FTEs and STCs, and must be complied with at all times. The Employee Handbook includes information on:

- Reporting criminal and other conduct
- Anti-corruption and anti-bribery policy
- Immigration law compliance
- Equal employment opportunity, anti-discrimination, and bullying
- Workplace health and safety
- Open door and whistleblower policies

DoorDash Australia FTEs & STCs are expected to not engage in any conduct that results in a person being treated less favourably than others because of a certain characteristic or personal association the person has. Additionally, sexual harassment and workplace bullying is not permitted or tolerated. Any employee who engages in conduct contrary to these policies will be disciplined, up to and including dismissal. If employees feel they have been subject to unlawful discrimination, victimisation, harassment or bullying, they can speak with their manager, HR representative or seek support through the channels described in the above-mentioned Ethics and Compliance Center, including the Ethics Hotline.

As part of the risk assessment undertaken in preparation for the development of this Statement, DoorDash Australia reviewed all grievances that were received in 2025 related to its Australian operations and concluded that no modern slavery risks were reported.

In addition to the elements noted above, in 2025, DoorDash Australia conducted a mandatory formal training for Managers, Team Leads and above, on modern slavery risks.

B. Managing Risks with Dashers

During the Reporting Period, DoorDash Australia continued to build upon its current efforts to minimize and mitigate the potential for modern slavery risks to materialize with Drivers. Actions taken included:

- **Continuing background checks:** DoorDash Australia continued to require Drivers to go through an onboarding process prior to being granted access on the platform. This included requirements to accept the partner code of conduct and Contractor Agreement, to provide a valid ABN and to pass a background check administered by a third-party vendor, subject to the Dasher's lawful consent. This is a formal requirement prior to a Driver being able to accept offers and is in compliance with the Australian Government's regulation for contractor responsibilities.
- **Work hours:** DoorDash Australia sent periodic reminders to Drivers about taking breaks through in-app communications.
- **Account sharing:** DoorDash Australia began implementing checks for duplicate accounts and began developing a plan for ID reverification of Drivers to help eliminate the potential for account sharing and renting.
- **Support:** DoorDash Australia continued to provide support to Drivers in-app, including through a live chat function for general operations, 24 hours a day. This support platform assists Drivers with their accounts, health, safety, or legal concerns, insurance claims, payments and order support, amongst other matters. Drivers were also provided with opportunities to report potential issues through our grievance mechanism.
- **Insurance:** Drivers are provided with no-opt-in required occupational accident insurance, at no cost, to support Dashers if they're injured while delivering on the DoorDash Australia platform.
- **Pay:** During the Reporting Period, no major changes or updates were made to the payment business process. Drivers continued to be paid based on a per offer basis and were provided information about earnings before accepting an offer (delivery request) of what they will earn for each delivery. Drivers continued to have full autonomy over their ability to accept or decline orders based on this. Transfer of payment occurs on a weekly or daily basis depending on the payout method chosen by the Driver.
- **Language:** During the Reporting Period, DoorDash Australia continued to improve upon its app accessibility for Drivers. DoorDash continued to include a language toggle feature, allowing Drivers to access the platform in multiple languages.

C. Managing Risks with Our Merchants

Contracting Practices

During the Reporting Period, DoorDash Australia continued to focus on building strong relationships and agreements with its various restaurant, retail and liquor Merchant partners. As part of these agreements, DoorDash continued to require that all Merchants operating in Australia comply with the expectations outlined in its Partner Code of Conduct, as well as ‘applicable laws’, as defined in each agreement. This requirement included the Act, where applicable.

In addition to this, DoorDash Merchants were required to go through a series of formal Know Your Customer (“KYC”) and Know Your Business (“KYB”) processes with its third party payment services provider (“Payment Provider”). These included:

- **Identity verification (KYC/KYB):** Our Payment Provider collects and verifies information about account holders and their businesses, including identity documents, business registration information, and beneficial ownership information (where applicable). This is performed programmatically against government and third-party databases, with manual review where programmatic verification cannot be completed.
- **Sanctions and watchlist screening:** Our Payment Provider screens account applicants against applicable sanctions lists, including OFAC's SDN list and other locally relevant sanctions lists, as well as internal watchlists for known fraudulent actors.
- **Card network compliance checks:** Our Payment Provider screens accounts against the Member Alert to Control High Risk (MATCH) list and other card network requirements as applicable.
- **Ongoing monitoring:** Our Payment Provider conducts ongoing transaction monitoring and periodic reviews of connected accounts on a risk-basis following onboarding.

Support

During the Reporting Period, Merchants continued to have access to the DoorDash Trust and Safety Support operation to raise and escalate issues to the DoorDash contact team, on a 24/7 basis.

Any issues which are raised through this platform are categorised by priority and addressed by the DoorDash Australia team. Merchants are not obliged to accept orders from the DoorDash Australia platform and can accept or deny orders. Merchants are provided with an estimated amount of time it will take to create the order from DoorDash Australia, however Merchants can adjust this amount of time, reducing pressure and providing feedback to DoorDash Australia. During the Reporting Period, there were no reports received that indicated any risks of modern slavery.

D. Managing Risks in Our Supply Chain

DoorDash Australia’s Partner Code of Conduct requires that vendors, suppliers and other business partners operate with the highest degree of integrity and in compliance with

applicable laws. This includes maintaining high workplace, health and safety standards, and ensuring no forced, involuntary or child labour exists within their business operations.

DoorDash's procurement team is responsible for partnering with corporate stakeholders (including third-party staffing solution providers of STCs and other suppliers referred to above) to ensure that vendors meet Our standards of security and ethics. To on-board a vendor onto Our systems, the internal business partner must upload mutually agreed upon contractual terms that have been reviewed and approved, as appropriate, by Our legal and procurement teams. During the Reporting Period, the organization did not identify any high risk suppliers. We intend to continue improving our procurement processes and policies in line with best practices.

Reporting Criteria #5: Assessing Effectiveness

During the Reporting Period, DoorDash Australia's Modern Slavery Steering Committee continued to identify, assess, and address the risks of modern slavery within Our operations and supply chains.

- **Contracts:** Reviewing terms in contracts between DoorDash Australia and key partners to ensure that, at a minimum, compliance with applicable laws provisions are implemented, and where possible, including express modern slavery provisions.
- **Modern Slavery Policy Implementation & Training:** DoorDash Australia implemented a robust Human Rights Modern Slavery Policy during the Reporting Period which employees were required to review, acknowledge and sign. DoorDash Australia also has introduced mandatory training for all employees, particularly for senior personnel and executives with governance, procurement, and WHS responsibilities.
- **Risk Assessment and High-Risk Suppliers:** DoorDash Australia conducted a formal risk assessment of Our operations and suppliers, in line with best practices. We expect to review this process annually to confirm that appropriate controls are put in place to minimise risk.
- **Governance and Oversight:** DoorDash Australia continued to convene its Modern Slavery Steering Committee, which meets once per quarter to review progress and address any potential risks. This has proven to be immensely beneficial to the structure, productivity and output of the Modern Slavery Steering Committee. In 2024, DoorDash Australia also sought the guidance of external legal advisers as key advisors of the Modern Slavery Steering Committee.

We recognise Our responsibility under the Act and are committed to ensuring Our business practices do not contribute to, or become directly linked with, modern slavery.

As our understanding of modern slavery risks evolves, we are focused on enhancing the effectiveness of our governance frameworks, including the policies, procedures, and due

diligence processes designed to prevent and mitigate these risks. This includes ongoing evaluation of the systems we have in place to monitor and measure their impact.

Reporting Criteria #6: Consultation and approval process

This Statement has been reviewed by DoorDash Australia's management team and the DoorDash Australia Modern Slavery Steering Committee. Relevant individuals from DoorDash, Inc. were also consulted when preparing this Statement.

Reporting Criteria #7: Other relevant information

DoorDash Australia has engaged external consultants and its parent company to assist with continuing to improve its modern slavery prevention practices, and to assist with implementing actions in accordance with its internal modern slavery road map, which will allow DoorDash Australia to continue to build upon and improve our approach to identifying and managing potential modern slavery risks in our operations and supply chain.

In addition to continuing to enhance the existing governance and processes in place, In the coming period, DoorDash Australia intends to improve its modern slavery compliance practices by:

- **Expanding modern slavery training:** We plan to expand and extend our modern slavery training to all employees and stakeholders.
- **Enhancing the promotion of the grievance channel:** We plan to increase awareness about the grievance mechanisms both inside and outside the organisation.
- **Strengthening contract clauses with an External Modern Slavery Policy:** Prepare, review and finalise a robust, external facing modern slavery policy.
- **Partner Code of Conduct:** Update the DoorDash Australia's Partner Code of Conduct to expressly state that DoorDash Australia expects all partners, Merchants and vendors to comply with any Modern Slavery Policy that DoorDash introduces.
- **Dasher:** Continue to monitor and uphold robust right to work and identity verification checks as part of the Dasher onboarding process. DoorDash also intends to send proactive communications to Dashers to ensure that they are aware of where they are able to report violations of DoorDash's modern slavery policy.
- **Governance:** Ensure FTEs and STCs are updated and kept informed of the channels available to them to report breaches of modern slavery, and to continue to support and improve upon Our "speak up" culture at DoorDash Australia.

Approval

This Statement was approved on 27 July 2026 by the Board of Directors of DoorDash Australia.

Sign off

This statement is signed by a responsible member of DoorDash Australia in accordance with sections 13(2)(d) of the Modern Slavery Act 2018 (Cth).



Simon Rossi

Director, DoorDash Technologies Australia Pty Ltd

Date signed: 27 July 2026