

YO-CHI

**YO-CHI MODERN SLAVERY
STATEMENT**

STATEMENT OF REPORTING ENTITY

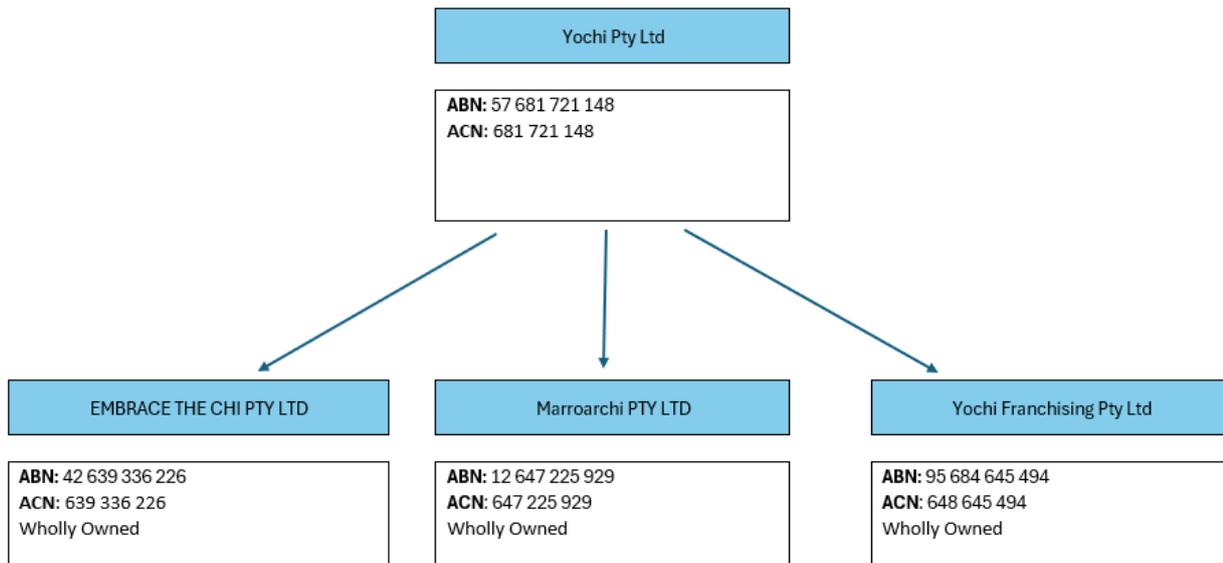
‘Yo-Chi Pty Ltd’ (Yo-Chi) has prepared this Modern Slavery Statement in accordance with the Australian Modern Slavery Act 2018 (the Act) and with regard to the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities (the Guidance) in relation to the financial year ending 30 June 2025.

This Statement outlines the measures taken by Yo-Chi during the financial year ended 30 June 2025 to reduce the risk of modern slavery¹ occurring in Yo-Chi’s businesses or its supply networks.

‘Yo-Chi Pty Ltd’ opposes modern slavery in all its forms.

¹ Modern slavery, as defined in the Guidance, is used to describe situations where coercion, threats, or deception are used to exploit victims and under- mine or deprive them of their freedom; it refers to serious exploitation of people.

Structure



INTRODUCTION

At ‘Yo-Chi Pty Ltd’ (Yo-Chi), we are committed to upholding the highest ethical standards and conducting our business operations responsibly. We recognize the seriousness of modern slavery and human trafficking and are dedicated to taking proactive measures to combat these practices within our organization and supply chain.

This Modern Slavery Statement outlines Yo-Chi's approach to addressing modern slavery risks and our commitment to preventing and eliminating these unethical practices. It includes a detailed risk

assessment conducted to identify potential areas of modern slavery risk within our business operations and supply chain.

Background & Operations

Yo-Chi was founded in 2010 with the first venue opening in Melbourne 2012. After changing ownership twice, firstly in 2018 and then again in 2020 it has since opened a total of 65 venues across 5 states in Australia including Queensland, New South Wales, Victoria, South Australia & Western Australia. Yo-Chi currently employs approximately 1700 employees across its support office and venue locations.

It is an Australian frozen yogurt self-service hospitality business with multiple locations across Australia. Yo-Chi offers a wide range of frozen yogurt flavours and toppings, allowing customers to create their own delicious treats in a self-service environment. Our mission is to create more positive energy in the world while maintaining ethical and sustainable business practices.

RISK ASSESSMENT

As part of our commitment to combatting modern slavery, Yo-Chi conducted a comprehensive risk assessment to identify potential areas of modern slavery risk within our business operations and supply chain. The risk assessment process involved the following steps:

1. **Supplier Evaluation:** We assessed our direct suppliers, subcontractors, and other business partners to determine their level of modern slavery risk. This evaluation included reviewing supplier contracts, policies, and practices related to labour and human rights.
2. **Country Risk Analysis:** We conducted an analysis of the countries where our suppliers are located to assess the level of risk for modern slavery and human trafficking. This analysis considered factors such as government regulations, law enforcement effectiveness, and prevalence of modern slavery.
3. **Product and Service Analysis:** We reviewed the products and services provided by our suppliers to identify any potential risks related to modern slavery. This analysis included evaluating the supply chain for raw materials, manufacturing processes, and distribution channels.
4. **Stakeholder Engagement:** We engaged with key stakeholders, including employees, suppliers, and industry organizations, to gather information and insights on modern slavery risks and best practices for prevention and mitigation.

Based on the results of our risk assessment, we identified several key areas of potential modern slavery risk within our business operations and supply chain. These areas include:

1. **Supply Chain Complexity:** Our supply chain involves multiple suppliers, subcontractors, and distributors, which increases the risk of modern slavery occurring at various stages of the supply chain.
2. **Labour Practices:** Some of our suppliers may operate in countries where labour practices are less regulated, increasing the risk of exploitation of workers, including forced labour and child labour.
3. **Subcontractor Oversight:** We rely on subcontractors and third-party service providers for certain aspects of our business operations, and there is a risk that these subcontractors may engage in unethical labour practices.
4. **Recruitment Practices:** There is a risk that our suppliers may engage in deceptive recruitment practices, such as charging recruitment fees to workers or withholding identity documents, which can lead to forced labour and debt bondage.

MITIGATION STRATEGIES

To mitigate the risk of modern slavery within our business operations and supply chain, Yo-Chi has implemented the following strategies:

1. **Supplier Code of Conduct:** We have developed and implemented a Supplier Code of Conduct that outlines our expectations for ethical business practices, including zero tolerance for modern slavery and human trafficking. All suppliers are required to adhere to this code as a condition of doing business with Yo-Chi.
2. **Supplier Due Diligence:** We conduct due diligence on all potential and existing suppliers to assess their compliance with our Supplier Code of Conduct and identify any potential risks related to modern slavery. This due diligence process includes reviewing supplier contracts, policies, and practices, as well as conducting site visits and audits as necessary.
3. **Contractual Protections:** We include contractual provisions in our agreements with suppliers that require them to certify compliance with our Supplier Code of Conduct and provide remedies in the event of non-compliance, including termination of the contract.
4. **Training and Awareness:** We provide training and awareness programs for our employees to educate them about the risks of modern slavery and human trafficking and empower them

to identify and report any suspicious activities or behaviours. Training is provided to employees at all levels of the organization, including senior management, procurement, and supply chain staff.

5. **Monitoring and Reporting:** We have established monitoring mechanisms to track and assess the effectiveness of our efforts to combat modern slavery within our business operations and supply chain. Employees are encouraged to report any concerns or suspicions of modern slavery through our confidential reporting channels, and appropriate action will be taken to address any identified issues.
6. **Collaboration and Engagement:** We collaborate with industry organizations, government agencies, and non-governmental organizations to share best practices and support initiatives aimed at combating modern slavery. We also engage with our suppliers and business partners to promote awareness and encourage cooperation in addressing modern slavery risks.

EFFECTIVENESS OF ACTIONS

While Yo-Chi did not discover or become aware of any specific modern slavery issues within its supply chain or operations during the Current Reporting Period (including under its Whistleblower Policy), Yo-Chi endeavours to continually assess its effectiveness in identifying and managing modern slavery risks by tracking its actions and outcomes. The actions taken by Yo-Chi so far have:

- Provided management with a greater insight of Yo-Chi's supply chain and operations.
- Provided an opportunity for Yo-Chi to communicate its expectations to its suppliers and team in respect to assessing and reducing modern slavery risks within supply chains.
- Educated and trained Yo-Chi's leaders, key personnel and Support Office employees on recognising and addressing modern slavery risks in their day-to-day management.
- Improved a number of internal processes, in an effort to gain further visibility across Yo-Chi's supply chains, including 2nd and 3rd tier supply chains.

CONCLUSION

Yo-Chi is committed to preventing and eliminating modern slavery and human trafficking within our business operations and supply chain. We recognize the importance of ongoing vigilance and proactive measures to address these risks and are dedicated to continuously improving our practices and procedures to ensure compliance with applicable laws and regulations.

This Modern Slavery Statement represents Yo-Chi's commitment to ethical business practices and responsible corporate citizenship. We will review and update this statement periodically to reflect

changes in our business operations, supply chain, and regulatory environment, and to ensure its ongoing effectiveness in addressing modern slavery risks.

This statement was approved by the Yo-Chi Board of Directors in their capacity as principle governing body of Yo-Chi Pty Ltd on 26 December 2025.



Suzanne Marro
Director
Yo-Chi Pty Ltd