



Modern Slavery Statement

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	Position	Name	Date Created	Signature	Position	Name	Date Approved	Signature
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MODERN SLAVERY STATEMENT

1. Introduction and Identity of Reporting Entity

This Statement is made pursuant to the Modern Slavery Act 2018 (Cth) (the **Act**) for the reporting period 1 July 2024 – 30 June 2025 (**Reporting Period**). When the term ‘modern slavery’ is used in this statement, it has the meaning given to it in the Act.

This Statement is made by Aurora Dairies Holdings Pty Ltd and its wholly owned subsidiaries:



Aurora Dairies Holdings Pty Ltd and its subsidiaries are collectively referred to as Aurora Dairies.

Aurora Dairies is a large-scale dairy farming business, with farms located in three states across Australia including Victoria, Tasmania and South Australia and in New Zealand, producing milk which is sold to milk processors in those areas.

At Aurora Dairies, we are committed to conducting business with honesty and integrity and believe that everyone has the right to be treated with respect and dignity, regardless of background and circumstances. As a large business, we uphold human rights and have a responsibility contribute to positive human rights outcomes and seek to partner with suppliers that share the same standards to modern slavery practices.

2. Structure, Operations & Supply Chain

Aurora Dairies was established in February 2019, with the objective to build, develop and operate a leading Australian dairy farming business which delivers superior investment performance for our investors in a safe and sustainable manner.

With pasture based dairy farms located throughout Australia and New Zealand, our footprint is far reaching but our mission is simple - to ensure an abundant supply of nutritious high-quality dairy. We do this by pairing the expertise of passionate and experienced farmers with our commitment to safe and sustainable practices, while supporting our communities where we operate and providing the best care for our animals and environment.

Our Structure

During the Report Period, Aurora Dairies:

- owned and operated 56 dairy farms;
- employed 418 team members (on average);
- operated across Victoria, Tasmania and South Australia and the South Island, New Zealand; and
- with commercial offices in Melbourne, Victoria (Head Office) and Rolleston, New Zealand.

In Australia, during the Reporting Period, Aurora Dairies also operated and managed water assets owned by related unit trusts - Aurora Dairies Land Trust, Warakirri Dairies Land Trust, Australian Dairy Pastures Land Trust and Aurora Dairies Water Trust.

Our Operations & Supply Chain

In Australia and New Zealand, Aurora Dairies is a significant producer of milk which is sold to local milk processing companies in the regions in which our farms operate.

The Aurora Dairies business includes on farm operations, milk production and animal husbandry, and requires farming inputs from a range of goods and service providers.

On farm operations, milk production and animal husbandry activities include the management and operation of the dairy, milk harvesting and storage, livestock breeding and care, and general farming activities such as cropping and pasture management.

Our operations are managed by our farm teams who are supported by a network of external advisors and consultants including nutritionists, veterinarians and breeding specialists.

Along with the advisors and consultants, we rely on a range of other goods and services to operate farms, such as plant and equipment for the dairies and farm operations. In addition, we purchase feed for livestock, seeds for cropping and pasture. The majority of our suppliers of goods and services are Australian-based businesses and are local to the regions in which we operate.

3. Modern Slavery Risks in Operations and Supply Chain

Risks in Our Operations

At Aurora Dairies we acknowledge that modern slavery risks can arise in both our own operations and our supply chain. Following the modern slavery risk assessment completed for the FY24 Reporting Period, we assessed that risk as low to medium. We continue to believe that reflects the risk for our operations and supply chain in this Reporting Period.

In the Reporting Period Aurora Dairies managed, maintained and implemented existing policies and procedures across our operations to foster safe systems of work.

We have:

- systems and processes in place to ensure our team members are employed and paid in line with Modern Awards and Employment Agreements;

- policies and processes in place to ensure the safety and wellbeing of our team members;
- work, health and safety management systems to support the safety and health of our employees and contractors;
- mechanisms established to allow our team members and other stakeholders to raise concerns about our practices in an anonymous manner; and
- an Employee Assistance Program available to team members and their family members which offers a range of services including mental wellbeing, career, conflict resolution, money management.

Risk in our Supply Chain

During the Reporting Period, Aurora Dairies purchased goods and services from over 1,400 suppliers. Our major suppliers by spend fall into the following categories: livestock feed, pasture and cropping, plant and equipment, and advisory and consultancy services.

We have continued to implement direct contracts with our suppliers, and these contracts include service level expectations, roles, responsibilities and obligations for our service providers to uphold strong professional standards and to meet all health and safety and other legal requirements. Contracts renewed during the reporting period have been updated to include an obligation on the supplier to monitor and report on modern slavery risks identified within their operations and across their supply chain. We will continue to collaborate closely with our suppliers and providers to prevent and address potential risks effectively.

The majority of our suppliers are located within Australia and New Zealand and operate in the agricultural industry. The Global Slavery Index 2024 indicates that the risk of modern slavery in both these countries is low. We recognise there is a heightened risk with materials that are sourced by our suppliers which are produced in countries outside of our operations.

The milk we produce is predominately sold to large milk processors who are located within the regions we operate.

As identified in the FY24 Statement, we have reviewed the modern slavery statements of our milk and livestock sales customers to better understand any potential risks of modern slavery associated with their business’.

4. Assessing and Addressing our Modern Slavery Risks

Aurora Dairies considers risk management as an integral part of its business operations, processes, and strategy. The approach to risk management is not intended to eliminate risk completely, rather providing a sound framework to identify and manage risks, maximise opportunity, minimise adversity and to achieve overall improved outcomes based on informed decision-making.

We have prepared a Risk Register and improvement plan intended to document different aspects of our business. This is one of the controls we have in place to manage any inherent risk associated with modern slavery. The register and improvement plan also documents future activities and improvement actions.

Aurora Dairies continues to make progress in identifying and implementing measures and controls to address modern slavery risks in our operations and supply chains. We have prepared a Modern Slavery Questionnaire to be issued to suppliers in the FY26 financial year. In addition, we have updated our supplier onboarding which requires suppliers to outline their modern slavery controls.

As per our Statement for the FY24 reporting period, Aurora Dairies has policies, procedures and resources in place to support our commitment and assist in the management of modern slavery.

- **Code of Ethics & Conduct:** Sets out principles, expectations and guidelines to ensure high standards of corporate and individual behaviour by all employees.
- **Behaviours Standard:** Outlines Aurora Dairies' expectations of Acceptable Behaviours, and details how complaints will be managed by Aurora Dairies.
- **Employment Agreements & Employee Handbook:** Provides employees with information relating to their employment, including hours of work, salary, leave entitlements and policies and procedures.
- **Health & Safety Policy:** Establishes Aurora Dairies' commitment to ensuring all employees, contractors and visitors experience a healthy and safe work environment, enabling them to return safely home each day. The policy provides an overview of the workplace WHS management system which deals with the management of WHS risks associated with Aurora Dairies' business operations, including but not limited to implemented procedures to deal with fatigue management.
- **Whistleblower Policy:** Provide employees, contractors and agents with a framework to raise issues of legitimate concern to Aurora Dairies directly or through a third-party whistleblower hotline.
- **Grievance & Whistleblower Platforms:** Provides employees, contractors and agents multiple ways to raise concerns with Aurora Dairies directly or through anonymous channels.
- **Governance Structures:** Promote and educate on modern slavery practices, including people, audit and risk and safety & sustainability committees.

5. Assessing Effectiveness and the Way Forward

Aurora Dairies recognises the importance of continuous improvement by regularly assessing and reviewing our systems and processes

As part of this, we are committed over the next reporting period to:

- implement our Risk Register and Improvement Plan to track our internal initiatives;
- continue to build awareness amongst our team members of modern slavery risks
- regularly review relevant policies and guidelines and communicating these with our stakeholders;
- engaging and collaborating with our suppliers and customers to understand the risks in their supply chains and communicating our expectations concerning modern slavery; and
- continuing to monitor grievance reports for any indications of modern slavery risks within our operations and supply chain

6. Consultation, Review Process and Statement Approval

In preparing the FY25 Modern Slavery Statement, we coordinated a consultation process which included input from key team members across our business who have extensive knowledge of our operations and supply chain and our obligation to identify modern slavery risks and protect the human rights of the people in our operations and supply chain.

This Statement was reviewed and approved by the Board of Aurora Dairies on 4 December 2025

Signed

Signed by:

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Janelle Cashin
Chair and Interim Chief Executive Officer

Date 12/16/2025