

Chobani[®]

Modern Slavery Statement 2025



Reporting Entity

Chobani Pty Ltd (ABN 53 096 731 467) is the reporting entity for the purposes of the Modern Slavery Act 2018 (Cth) ('the Act'). Chobani Pty Ltd's registered office is located at 18-20 Quality Drive, Dandenong South, VIC, 3175. Chobani New Zealand Limited is an entity controlled by Chobani Pty Ltd and provides support services to facilitate the distribution of products in that market.

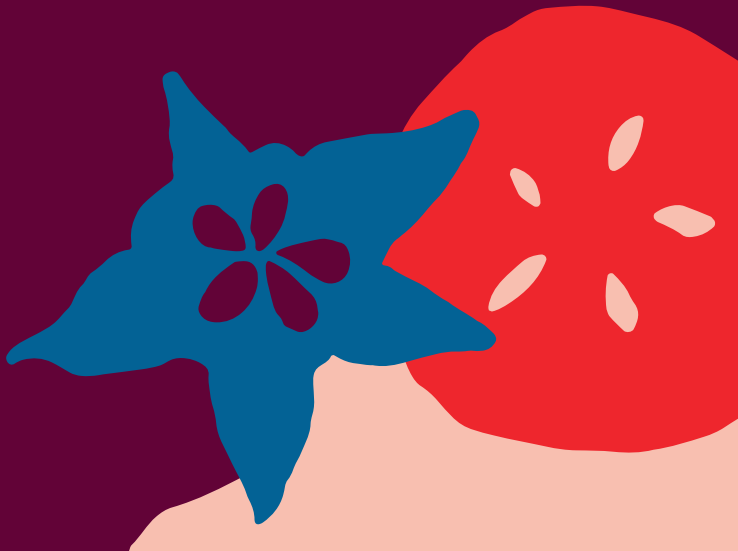
Except as set out above, this Statement relates to the operations of Chobani Pty Ltd only, not its parent company Chobani Global Holdings, LLC (or any other entities comprised in the broader Chobani Global Holdings, LLC group outside of Australia), which was formed and is headquartered in the United States of America (USA). As such, references to 'Chobani' denote the Australian business entity (Chobani Pty Ltd) and no other Chobani entity. To find out more about our company, visit www.chobani.com.au

This statement covers the statutory reporting period from 1 January 2025 to 31 December 2025.



Contents

Introduction	4
Our Operations	5
• Operations Overview and Structure	5
• Modern Slavery Risks in Our Operations	5
• Actions to Address Risks in Our Operations	6
• Assessing the Effectiveness of Our Actions (Operations)	9
Our Supply Chain	10
• Supply Chain Overview and Structure	10
• Modern Slavery Risks in Our Supply Chain	10
• Actions to Address Risks in Our Supply Chain	12
• Assessing the Effectiveness of Our Actions (Supply Chain)	13
End Note	14
Consultation	14
Approval of Statement	14
Reporting Criteria	15



Introduction

This Statement describes the actions taken by Chobani Pty Ltd (“Chobani”) during the 2025 reporting period to assess and address modern slavery risks in its operations and supply chain, in accordance with the *Modern Slavery Act 2018 (Cth)*.

Our Responsible Sourcing Program (“the Program”) is the primary mechanism through which we identify, assess, monitor and manage modern slavery and human rights risks across our operations and supply chain. The Program is supported by various codes and policies that set expectations relating to lawful employment, worker protections, and safe and fair working conditions. Our approach continues to build on the foundations established in previous reporting periods.

Oversight of the Program sits within the Environment, Social & Governance (ESG) function, with reporting to senior leadership and, as required, the Board.



Our Operations

Operations Overview and Structure

Chobani’s operations centers on the end to end production and distribution of yogurt across the “Chobani” and “Gippsland Dairy” branded portfolios. Our facility in Dandenong South has remained the heart of our operations since we began manufacturing locally, housing our production lines, logistics functions, commercial teams, and corporate support services. From this site, we manage nearly all of our business, from sourcing and processing ingredients through to dispatching finished goods to retail, wholesale, and food service customers. Chobani engages with offices and employees in regions outside Australia, as required, to support its activities, including export and distribution of our Australian-made products to the Asia Pacific region.

Our operations are supported by a mix of permanent and casual workers engaged under applicable employment arrangements and enterprise agreements (including labour hire arrangements, as required).

Modern Slavery Risks in Our Operations

Understanding where and how modern slavery risks may arise in our operations enables us to apply proportionate controls, strengthen oversight, and support early identification and remediation. We monitor risks in our operations as they relate to our permanent and temporary workforce as well as site-based contractors and services.

Tools we use to monitor risks include our annual Sedex self-assessment questionnaire, monitoring of industry-specific risks, and supplier prescreening and monitoring.

Our risk assessments indicate that modern slavery risks within our operations are most likely to arise where workforce visibility is reduced, for example in unsupervised work such as cleaning services, or where commercial or operational pressures could undermine worker protections if not appropriately managed. These risks do not indicate the presence of modern slavery, but inform where enhanced governance, monitoring, and worker safeguards are required.

Within our operations, elevated risk may arise in roles where there is an increased representation of subcontracting, labour hire or temporary employment arrangements, variable or non-standard working hours, and reliance on third-party providers. In these contexts, potential risk drivers include excessive or unmanaged working hours, fatigue, unclear employment terms, inconsistent application of health and safety standards, potential exploitation of migrant workers/workers on visas, availability of grievance mechanisms, and reduced transparency regarding pay and conditions. Higher-risk operational activities include manufacturing and certain outsourced services with significant site-level presence, such as cleaning, freight, and security.

Actions to Address Risks in Our Operations

To address the risks identified across our operations, we have established a clear set of expectations and layered systems designed to strengthen oversight, improve workforce visibility, and protect worker voice including:

- Workplace policies.
- Service provider management and due diligence processes.
- Training on ethical practices and worker protections.
- Monitoring and verification through internal and external audits and assessments.
- Worker voice and grievance mechanisms.

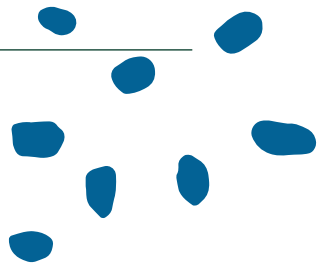
Our Policies

We maintain a suite of workplace and people policies covering grievance handling, whistleblowing, workplace behaviour, health and safety, contractor management and worker wellbeing, as summarised in table 1. Together, these policies aim to support consistent standards across our operations, provide clear pathways for raising concerns, and underpin our approach to identifying and addressing potential risks.

During onboarding, Chobani staff and temporary labour undertake an eLearning module that includes training in relevant policies including our Code of Conduct; Bullying, Harassment, & Discrimination Policy; and our Sexual Harassment Policy. Copies of relevant Codes and Policies are made available to staff via the Intranet and are printed and made available publicly in our factory and warehouse.

TABLE 1: Summary of Key Policies & Procedures

Policy	Purpose
Chobani Code of Conduct	Our Code of Conduct (the “Code”) sets out our expectations with regards to compliance with laws, rules and regulations; conflict of interest; fraud; anti-bribery; equal opportunity; privacy and other relevant areas. The Code applies to all Chobani employees, including contractors and casual staff.
Grievance Policy	Outlines clear processes for reporting and remediating workplace concerns. This policy applies to all Chobani employees, casual staff, and contractors.
Whistleblower Policy	Ensures any current or former employee, officer, associate, supplier, contractor, subcontractor, volunteer, or their relatives, dependents, or spouses can make disclosures that are protected by whistleblower laws.
Bullying, Harassment, & Discrimination Policy	There is no place for bullying, harassment, discrimination or vilification at Chobani. This policy outlines our commitment to these values and applies to all Chobani employees.
Domestic & Family Violence Leave Policy	Provides a framework to support employees who experience domestic or family violence. This policy applies to all Chobani employees.
Safety & Wellbeing Policy	Outlines our commitment to ensuring safety, health and wellbeing. This policy applies to all Chobani employees and contractors, engaged with or operating within Chobani workplaces.
Sexual Harassment Policy	Ensures workers understand the behaviours expected in our workplace, including their legal rights and responsibilities regarding sexual harassment and other related unlawful behaviours. This policy applies to all Chobani workers, including employees, contractors, sub-contractors, outworkers, apprentices, trainees, work experience students or volunteers.
Contractor Management Procedure	Ensures that all contractors comply with health, safety, quality and environmental regulations as well as Chobani’s internal policies, fostering a safe and efficient work environment. This procedure applies to contractors engaged at Chobani sites for capital projects, maintenance, general site work, one-off services, and other contractor-led activities.



Team Training & Engagement

Targeted training and engagement activities were delivered throughout the reporting year across relevant teams to support awareness of risks, management tools, ethical conduct and escalation pathways. Training and engagement activities delivered in 2025 included responsible sourcing working groups, engagement surveys, general lunch and learn sessions, in-person trainings including safety modules, and online e-training modules including staff and contractor inductions. All Chobani leaders, across operations, warehouse and office underwent leadership training in 2025, which included topics focused on creating a safe and respectful workplace.

Service Provider Management

We manage labour and human rights risks associated with service providers through clear expectations, risk-based due diligence, and targeted oversight of higher-risk services. Service providers are generally contractually required to comply with applicable labour laws, modern slavery laws (including their own reporting requirements if applicable), health and safety requirements, and Chobani policies relating to lawful employment practices and worker protections.

We apply proportionate due diligence and monitoring focused on key risk drivers such as working hours, pay practices, health and safety conditions, and the use of subcontracting (including on an industry specific basis, where relevant). Where risks are elevated, we seek improved visibility of employment arrangements to support effective oversight, including across higher-risk services such as cleaning, freight, labour hire, and security. In 2025, we strengthened our controls over site access and driver management of third-party freight services, including through ongoing chain of responsibility monitoring and reporting.

Workforce Controls and Pay Practices

Workforce controls include those relating to monitoring and managing working hours, payroll safeguards, and onboard verification processes, supporting compliance with lawful employment practices and reducing risks associated with excessive or unmanaged working hours. In 2025, we approved additional permanent FTE and scoped stricter policies to help reduce overtime hours and reliance on temporary labour.

Grievance & Whistleblower Mechanisms

Our grievance and whistleblower processes enable workers and others in our supply chain to raise concerns related to workplace conduct, safety, conditions, or other potential indicators of modern slavery. Together, these mechanisms support early identification of issues, appropriate escalation and remediation where required.

- Our **Grievance Policy** is introduced at onboarding, accessible via the intranet, and displayed at operational sites. Awareness is reinforced through training, Toolbox Talks, and site-based communications. Chobani maintains an incident register which is reviewed regularly to identify trends and inform appropriate action.
- Our **Whistleblower Policy** ensures compliance with whistleblower protection laws (including under the *Corporations Act* 2001 (Cth)) and provides a series of additional confidential and protected channels for reporting unlawful or unethical conduct, including a third-party platform that supports reporting anonymously and without fear of reprisal.

Assessing the Effectiveness of Our Actions (Operations)

To assess the effectiveness of the actions taken to address modern slavery risks within our operations, our approach draws on a combination of internal reviews, monitoring activities, and independent assurance to evaluate how well our policies, processes, and systems are functioning in practice. This includes reviewing the implementation of workplace policies, the application of service provider requirements, and the effectiveness of training, monitoring, and worker voice mechanisms across relevant workers.

During the reporting period, our assessments included the use of internal self assessment tools such as the Sedex Self-Assessment Questionnaire (SAQ), as well as external audits and assessments, to test compliance with relevant standards and verify the effectiveness of controls. External audits undertaken included our annual RSPO Supply Chain Certification audit, a fire safety audit undertaken by Fire Rescue Victoria, and ISO 45001 gap audit delivered by a specialist firm.

For Chobani employed staff, we also implemented our annual “Chobani Listens” survey and pulse-check, to understand worker engagement, identify opportunities for improvement, and to measure progress over time. Participation of eligible staff in the annual survey was 91%. Insights from internal and independent assurance activities were used to identify gaps and inform targeted improvements, including the development of improvement action plans by all teams across Chobani.

Key improvements in 2025

- Introduced our new Contractor Management Policy.
- Updated our Safety & Wellbeing Policy and introduced a new safety e-training module.
- Following our SMETA gap assessment in 2024, we strengthened our onboarding controls by implementing a formal age and right to work verification process, including physical sighting of relevant documents.



Our Supply Chain

Supply Chain Overview and Structure

Chobani’s supply chain supports the production and distribution of yogurt and requires the sourcing of a broad range of goods and services from both Australian and international suppliers. While most of our Tier 1 suppliers (those suppliers we directly source goods and services from) are based in Australia, the goods and services we procure from these suppliers often involve multiple upstream and downstream third-party providers and development stages across raw material production, processing, manufacturing and services.

In 2025, we purchased from a large and diverse “Tier-1” supply base, including both ongoing and one-time suppliers. These vendors supplied:

- **Goods for resale**, such as food ingredients and packaging.
- **Goods not for resale**, such as merchandise and equipment.
- **Services**, including freight, marketing and temporary labour.

Modern Slavery Risks in Our Supply Chain

Before engaging new vendors, we assess risk indicators such as geography, sector and the nature of the applicable goods or services provided. Depending on the supplier, this may include review of supplier policies, grievance mechanisms, certifications, publicly available disclosures, as well as risk information available on the Sedex platform. For tender processes for select goods and services, suppliers are required to complete an ESG questionnaire covering labour practices, environmental management, and workforce composition, including the use of migrant or visa-dependent labour. After formally engaging vendors, supplier risks are monitored through tools including self-reported assessments and independent assurances, as appropriate.

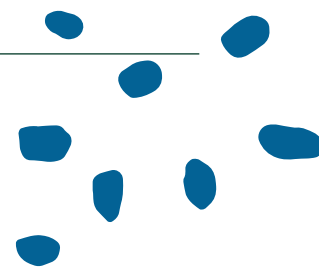
Our commodity specific risks, initially documented in 2023 via a full supply chain risk assessment, are updated annually based on insights from the Program. From these assessments, several ingredients within our supply chain were identified to have elevated modern slavery risks including fruit, palm oil, cocoa, and stevia – particularly when sourced from regions with documented human rights challenges. Risks across these supply chains may include forced labour, child labour, unsafe working conditions, migrant worker exploitation, and limited transparency across multi tier sourcing structures. Our material risks as of 2025 are summarised in Table 2.

Certain services also present elevated risk, such as cleaning, labour hire, and security, particularly where subcontracting and migrant labour are prevalent. Site-based services are primarily managed as part of our operational risk framework, given the level of direct oversight and influence we have over working conditions at our sites. For more information on these areas, see: “Our Operations”.



TABLE 2: Summary of material risks

Category	Primary Risk Drivers
Dairy	Migrant and visa dependent workers are present in Australian dairy, with risks including underpayment, excessive working hours, and limited transparency where labour hire arrangements are used.
Fruit	Fruit risks may arise in the harvesting and sorting of crops particularly where subcontracting, informal labour arrangements, or limited oversight are present, including the use of migrant or seasonal labour.
Palm oil	Palm oil remains a high-risk commodity globally due to systemic issues such as exploitative recruitment practices, reliance on migrant labour, land grabs, poor working and living conditions, and opaque multi-tiered supply chains.
Cocoa	The cocoa sector faces documented human rights challenges, including child labour, forced labour, inadequate wages, dangerous working conditions, and weak enforcement of labour laws.
Stevia	Stevia production is associated with heightened risk due to reports of debt bondage, unsafe conditions, underpayment, and limited worker protections.
Textiles	Textile manufacturing frequently occurs in high risk countries and is associated with forced labour, wage theft, excessive overtime, and hazardous working conditions. Chobani primarily uses textiles in goods not for resale.



Actions to Address Risks in Our Supply Chain

Our Program provides the foundation for how we manage human rights and modern slavery risks across our supply chain. The Program is underpinned by due diligence and compliance requirements throughout the supplier lifecycle, from initial screening and onboarding through to ongoing monitoring, remediation, and review.

The Program is informed by the United Nations Guiding Principles on Business and Human Rights and is designed to support a proportionate, risk-based approach to supplier engagement. It applies a combination of clear expectations, contractual accountability, risk-based due diligence, and independent assurance to prioritise action in higher risk areas and strengthen oversight across our supply network.

Ethical Sourcing Policy & Supplier Code of Conduct

New and ongoing suppliers are required to comply with our *Supplier Code of Conduct* and *Ethical Sourcing Policy*, both of which were updated in 2025 and rolled out to relevant suppliers. Supplier agreements generally include contractual clauses aligned to these requirements and to the *Modern Slavery Act*, with additional obligations applied where higher risk contexts are identified.

Monitoring and assurance

Following onboarding, we monitor supplier compliance through a combination of reviewing Sedex Self-Assessment Questionnaires (SAQs) and supplier-provided third-party ethical audits, with SMETA audits being the preferred audit framework. In 2025, audits identified several supplier non-conformance which informed corrective actions and ongoing supplier engagement opportunities. Medium and high-risk ongoing suppliers were subject to enhanced due diligence.

Remediation and corrective action

Where non-conformances or modern slavery indicators are identified, we apply a structured remediation process focused on investigation, corrective action, and verification. Corrective Action Plans (CAPs) are developed in line with auditor recommendations and tailored to the severity of the issue, local context, and risk to workers. Progress is monitored until remediation is verified. Where required, issues are escalated internally for senior review and decision-making. Our approach prioritises remediation and supplier capability-building over disengagement, which recognises that sustained improvement is achieved through continued engagement and accountability.

Deeper Due Diligence

In higher-risk contexts where standard monitoring tools may not provide sufficient visibility, we apply deeper due diligence measures. These include targeted disclosure requests, third-party certifications, and multi-tier supply chain mapping to improve traceability and understanding of upstream risks.

In 2025, this included enhanced traceability of stevia to processing-site level and expanded mapping of cocoa supply chains to farm-level countries of origin. We also maintained RSPO mass balance certification for palm oil, and verified FSC certification for wood-fibre suppliers in line with our internal and customer requirements.

Assessing the Effectiveness of Our Actions (Supply Chain)

To assess the effectiveness of our approach within our supply chain, we review how well our Program controls are implemented and operating in practice. Effectiveness is assessed using a combination of qualitative and quantitative indicators and includes both internal and external review.

In 2025, our assessment indicated increased supplier engagement in pre-screening activity and Sedex participation, and expanded visibility across deeper tiers of our supply chain, reflecting strengthened supplier onboarding and engagement processes. Following the rollout of our new Supplier Code of Conduct, we also saw a significant increase in external audit visibility – helping to verify supplier alignment with our requirements. This enhanced visibility, paired with more comprehensive assessments, contributed to an increase in identified non-conformances as compared to the previous reporting period.

During the reporting period to December 31, 2025:

- 151 suppliers were prescreened.
- 100% of high-risk tier-1 suppliers of goods for resale held a valid third-party audit.
- 100% of our palm oil was certified to the RSPO mass balance standard.
- 191 non-conformances were detected and 102 were closed by December 31.



End Note

This Modern Slavery Statement reflects Chobani’s ongoing commitment to identifying, preventing, and addressing modern slavery risks across our operations and supply chain. In 2025, we strengthened the foundations laid in earlier years by embedding clearer governance, enhancing risk assessment and due diligence processes, and deepening engagement with our suppliers.

While modern slavery risks remain complex and evolving, our structured, risk based approach enables us to prioritise action, improve visibility, and respond effectively where issues arise. Looking ahead, we remain focused on continuous improvement to continue supporting fair, safe, and ethical working conditions in our business and value chain.

Consultation

Key executive personnel from Chobani Pty Ltd largely manage the business and affairs of any owned or controlled entities, including Chobani New Zealand Limited, and have been consulted as part of this review process. These entities rely on Chobani Pty Ltd for the manufacture and distribution of our products and the sourcing of relevant input materials.

Approval of Statement

This Statement was approved by Chobani Pty Ltd’s board of directors (as the principal governing body of that entity) on 29 June 2026.



Scott Hadley
Managing Director
Australia/New Zealand
Chobani Pty Ltd
29 June 2026.



Reporting Criteria

Mandatory criteria	Reference in this Statement
1. Identify the reporting entity	Page 2
2. Describe the reporting entity’s structure, operations, and supply chain	Pages 5 and 10
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	Pages 5 and 10
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	Pages 6 and 12
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Pages 9 and 13
6. Describe the process of consultation with any entities the reporting entity owns or controls	Page 14





Chobani®

Modern Slavery
Statement 2025

