

MODERN SLAVERY POLICY

At Wilmar Trading (Australia) Pty Ltd (“WTA”), we are guided by a set of values that define who we are and the way we work. We respect and strive to protect human rights and to this end, take steps to work towards identifying, managing and eliminating risks of modern slavery associated with our business activities and supply chains.

Consistent with this, we will:

- Promote and foster a culture of continuous improvement with our employees, contractors, suppliers and the community to identify and address modern slavery risks;
- Undertake due diligence to determine if risks of modern slavery exist within our operations and supply chain;
- Act to mitigate and ultimately eliminate modern slavery risks within our operations and supply chains;
- Train our employees in respect of the risks of modern slavery and ensure employees comply with this policy and associated standards and procedures;
- Ensure we comply with all applicable local and national laws and regulations in respect of modern slavery;
- Ensure accountabilities and responsibilities in relation to modern slavery are clearly defined and communicated within our organisation; and
- Review and assess the effectiveness of our actions to assess and address modern slavery risks and undertake corrective measures where necessary.

WTA is committed to effectively implementing this policy throughout the organisation in Australia and New Zealand through the development and implementation of relevant standards and procedures within our business and a code of conduct for use with our suppliers.

This policy applies to WTA and any subsidiaries it owns or controls.

A handwritten signature in black ink, appearing to read 'M. Albion'.

Matthew Albion
Managing Director
Wilmar Trading (Australia) Pty Ltd