

MODERN SLAVERY POLICY

This policy outlines the BUMA's commitment to respecting human rights across BUMA's operations and supply chains, including additional scope that the policy applies to, where appropriate.

OUR PURPOSE

Our purpose is to ensure that BUMA:

- provides a safe work environment, free from forced labour, unlawful child labour or exploitation, human trafficking and other conduct that is defined as modern slavery by the *Modern Slavery Act 2018 (Cth)*;
- sources goods, products, and services from suppliers that respect and share BUMA's commitment to minimising the risk of modern slavery; and
- maintains operations and supply chains that do not cause, involve or contribute to modern slavery.

OUR OBJECTIVES

To achieve our purpose, we will:

- ❖ implement effective systems and controls to prevent, detect and mitigate modern slavery within BUMA's own business;
- ❖ partner with suppliers that have adequate and reasonable policies, controls, procedures and training designed to identify, prevent and remedy adverse modern slavery risks in their operations and supply chains;
- ❖ implement mechanisms for identifying, reporting, investigating and resolving any incidents of modern slavery in the operations and supply chains of our suppliers;
- ❖ identify, evaluate and monitor risks relating to human rights and develop our policies, procedures, and training to help combat modern slavery;
- ❖ work collaboratively with our suppliers and business partners to identify and manage any modern slavery risks;
- ❖ maintain an external, independent reporting service for staff, suppliers and other persons to report any circumstance of modern slavery to us;
- ❖ prepare and submit an annual Modern Slavery Statement in accordance with the *Modern Slavery Act 2018 (Cth)*; and
- ❖ take immediate steps to remediate any occurrence of modern slavery in our business or supply chain.

Johan Ballot

CEO BUMA Australia

Endorsed: 24 February 2025