




Labelmakers Group Annual Declaration Statement of
Compliance to Modern Slavery and Social Workplace
Accountability

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|  | Labelmakers Group Annual Declaration of Compliance to Modern Slavery and Social Workplace Accountability | March 2021 |
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I: Kevin Bamford

(the authorised officer)

Chairman


For: Labelmakers Group Pty Ltd.

(the legal entity registered)

ABN / ACN:

45 639 339 793 / 612 983 329

**do solemnly and sincerely declare that the following statement/s
are accurate and made in good faith**

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|  | <p align="center">Labelmakers Group Annual Declaration of Compliance Modern Slavery and Social Workplace Accountability</p> | <p align="center">March 2021</p> |
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The Company believes that sustainability starts with our value system and a principles-based approach to doing business. By incorporating the Principles of the UN Global Compact and the Commonwealth of Australia Modern Slavery Act 2018 into our strategies, policies, and procedures, we shall maintain a culture of integrity and upholding our basic responsibilities to people and planet and setting the stage for long-term success.

Labelmakers support and respect the protection of internationally proclaimed human rights, we uphold the freedom of association and the effective recognition of the right to collective bargaining. We prohibit all forms of forced, child and compulsory labour and we support a precautionary approach to environmental challenges.

At Labelmakers we strive to build an environment where all have equal rights, are protected, and can do their best work. We seek to be engaged with suppliers who are in accord and share our core values. Suppliers are evaluated and monitored over a number of areas of their operations and are required to provide written declarations regarding the following related Compliance Requirements:

| Compliance Requirements | | YES | NO | N/A |
|-------------------------|--|-----|----|-----|
| 1. | The Company will conduct all activities in a manner that respects human rights, as set out in The United Nations Universal Declaration of Human Rights. | ✓ | | |
| 2. | The Company undertakes that it does not use of prison or forced labour. Likewise, the use of labour under any form of indentured servitude is prohibited, as is the use of physical punishment confinement, threats of violence or other forms of physical, sexual, psychological, or verbal harassment or abuse as a method of discipline or control. | ✓ | | |
| 3. | The Company or its suppliers will not utilize factories or production facilities that force work to be performed by unpaid or indentured labourers or those who must otherwise work against their will, nor shall they contract for the production of products with subcontractors that utilize such practices or facilities. | ✓ | | |
| 4. | The Company's employees have the choice to be, or not to be, in a trade union or employer association. The legislation protects workers against discrimination and victimisation because they have or have not joined a trade union or employer association. | ✓ | | |

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| <p align="center">Compliance Requirements</p> | | | <p align="center">YES</p> | <p align="center">NO N/A</p> |


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| 5. | <p>The Company undertakes that it will not threaten to dismiss, refuse to employ or engage, or offer less favourable conditions to any worker because they are, or are not, or proposed to become members of a trade union.</p> | ✓ | |
| 6. | <p>The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) to have implemented policies that conforms to local and national laws prohibiting discrimination in hiring and employment practices on the ground of race, colour, religion, sex, age, physical ability, national origin, or any other applicable prohibited basis.</p> | ✓ | |
| 7. | <p>The Company will employ workers who are legally authorised to work in any of our entity. The Company will remain responsible for validating employees' work status through appropriate documentation during the hiring process and maintain records of these checks.</p> | ✓ | |
| 8. | <p>The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) that all subject employees comply with all applicable national and local laws and with published industry standards pertaining to the number of hours and days worked.</p> | ✓ | |
| 9. | <p>The Company's employees are to be provided with reasonable daily and weekly work hours as per the relevant and applicable Industrial Relation laws and relevant Awards providing adequate allowance for time off.</p> | ✓ | |
| 10. | <p>With the exception of limited access to the Forklift operating areas, employees are permitted freedom of movement in the workplace, including the freedom to enter and leave the premises to use amenities and other facilities as required.</p> | ✓ | |
| 11. | <p>The Company will not issue loans to employees unless they are in financial stress and request for advancements – where it may be granted free of interest and for a limited time and amount. All employees are employed at will and free from duress and are free to terminate their employment at will.</p> | ✓ | |
| 12. | <p>Employees of the Company are employed under their free will and are free to resign at any time without reason. The Company retains the right to terminate an employee's employment at any time and subject to</p> | ✓ | |

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| | Compliance Requirements | | YES | NO |

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| | meeting the requirements of relevant and governing Industrial Relation laws. | | | |
| 13. | <p>The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) that no employee is to be under the legal age of employment for the type of work in the country where the work is being performed.</p> <p>Where a country does not define "child" for purposes of minimum age of employment, the minimum age of employment shall be 15 years of age, and the employment of any individual in the production of products for the Client below that age shall be strictly prohibited.</p> | ✓ | | |
| 14. | The Company acknowledges that where young people may be employed in any part of our business, it will be according with the governing industrial relations and parental consent and we have supervision with particular responsibilities to ensure the well-being of such persons which may be over and above the responsibilities that apply to the general workforce. | ✓ | | |
| 15. | The Company will and audit and monitor its supplier's employees, that must be fairly compensated and provided with wages and benefits that comply with applicable national and local laws. This includes appropriate compensation for overtime worked and other premium pay situations required by applicable national and local laws. If local laws do not provide for overtime pay, suppliers will pay at least regular wages for overtime work. | ✓ | | |
| 16. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) to provide their employees with a safe and healthy working and, where provided, including the living conditions. | ✓ | | |
| 17. | All business activities of the Company and any of its suppliers, must conform to all applicable national and local legal requirements, customs, and published industry standards pertaining to employment and manufacturing. If statutory requirements and published industry standards conflict, suppliers must, at a minimum, be in compliance with the one which, by law, takes precedence. | ✓ | | |
| 18. | The Company itself will ensure (and ensure compliance to similar from its suppliers via means of audits) not to engage in any form of bribery, kickbacks, corruption, extortion or embezzlement. The Company will not take | ✓ | | |



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| | any action that would violate, or cause its clients to violate, any applicable Anti-Bribery law or regulation. | | | |
| 19. | <p>The Company shall designate one or more of its management staff to be responsible for monitoring their facilities, to ensure compliance with the standards set in this policy.</p> <p>The Company must conduct such monitoring no less frequently than on an annual basis, and must complete, and submit, on an annual basis, a completed verification of compliance to the Australian government.</p> <p>The Company will keep all information necessary to document compliance with its Anti Modern Slavery policy readily accessible. Also any of its supplier who refuses to allow such inspections or interviews, or who does not comply with the Company Ethical Standard of Business and Responsible Sourcing policy, is subject to immediate termination of its status as an approved supplier.</p> | ✓ | | |
| 20. | The Company will and shall monitor that its suppliers maintain accurate and transparent books, records, and accounts to demonstrate compliance with applicable laws and regulations. | ✓ | | |
| 21. | The Company will and shall monitor that its suppliers will adhere to adequate controls that ensure the privacy and protection of information, and intellectual property, belonging to its clients, their suppliers and third parties. The Company will safeguard its client's information by keeping it secure, limiting access and avoiding discussing or revealing such information to public. | ✓ | | |
| 22. | The Company has and any ensures that its suppliers have implemented and will adhere to internal procedures for handling reports of workplace grievances. | ✓ | | |
| 23. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) not to engage in trafficking in persons. | ✓ | | |
| 24. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) not to engage in slavery. | ✓ | | |

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| Compliance Requirements | | | YES | NO |
| Accountability | | | YES | N/A |

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| 25. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) not to engage in servitude. | ✓ | |
| 26. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) not to engage in forced labour. | ✓ | |
| 27. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) not to engage in debt bondage. | ✓ | |
| 28. | The Company will ensure (and ensure compliance to similar from its suppliers via means of audits) not engage deceptive recruitment for labour or services. | ✓ | |
| 29. | The Company and any of its suppliers does not engage child labour, subjected to slavery or similar practices, or engaged in hazardous work. | ✓ | |

This statement was approved by the chairman and sole member of the board of Labelmakers on 29 of April 2021 in support of the earlier dated report made on 26th March 2021.

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| Signature of declarant (the authorised officer):  | Date: 29 April 2021 |
| Witnessed (name / signature): <i>Lawyer</i> Anthony V. Hill  | Date: 29 APRIL 2021 |