

BioPak Pty Ltd  
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Australia

# BioPak Modern Slavery Statement

## Calendar Year 2023

### Company Profile

BioPak produces sustainable alternatives to conventional single-use packaging for the food service industry, offering compostable packaging solutions made from rapidly renewable, plant-based raw materials.

BioPak head office is based in Sydney, Australia and the BioPak group owns entities in New Zealand (BioPak Limited), Singapore (Biopak Pte Ltd) and the UK (BioPak LTD). BioPak also owns Horizons (Horizons Supply Pty Ltd). Duni Group holds 53 per cent of BioPak Group's shares, Five V holds 30 per cent, Equistock Holdings holds 15 per cent and minor shareholders hold 2 per cent.

BioPak currently employs 72 staff in Australia and 138 staff in its overseas operations.

BioPak works with approximately 50 manufacturing partners, mainly located in Taiwan and China. In turn, each manufacturer works with raw material suppliers. As our business continues to grow in size, so does our supply chain.

### Consultation process

We have met with all entities owned and controlled by BioPak, to frame our expectations, raise awareness and understand their approach to mitigate modern slavery risk. As part of the development of this statement, a Modern Slavery Working Group was established with senior executives from these subsidiaries to contribute to the development of the statement. Training materials are shared group-wide annually. BioPak Group also reports on its modern slavery obligations on the UK's government [Modern Slavery Statement Registry](#).

### Our responsibility

"Modern Slavery" describes the crimes of human trafficking, slavery and slavery-like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

The United Nations (UN) and Walk Free Foundation estimate there are approximately 40 million victims of modern slavery around the world. 16 million of these victims are exploited in the private economy. Australia is not immune from modern slavery. The Australian Government estimates there were 1,567 modern slavery

victims in Australia between 2015 and 2017. Modern slavery can occur in every industry and sector. It is also often linked to other crimes and activities that adversely impact human rights, such as corruption and environmental damage.

We have a corporate responsibility to take an active role in addressing potential modern slavery risks associated with our business. This statement sets out the steps aimed to identify and mitigate modern slavery in our supply chain in accordance with the Australian Modern Slavery Act 2018.

## Risks of modern slavery practices in our supply chain

As a packaging brand that externalises manufacturing activities, it is important that we consider how our extended supply chain could potentially be linked to modern slavery.

The main risks identified in our operations and supply chains are:

- Supply Chain traceability and transparency: the degree of integrity to meet ethical practices at lower levels in the chain is harder to control (tier two -and higher- suppliers provide materials and products to the supplier at the next higher level). The accessibility of information relies on the relationships formed with manufacturers and requires shared values and full transparency.
- Supply coming from countries where it is reported to have a high prevalence of modern slavery or labour rights violations and other human rights violations.
- Working with suppliers in regions that employ temporary, seasonal and/or migrant workers.
- Delivery timeframes that might require suppliers to engage in excessive working hours or to rapidly increase workforce size.

## Risk mitigation and due diligence processes

Building an ethical supply chain is a high priority for BioPak. To address the specific risks associated with our supply chain, we have designed and implemented the following processes, which are formalised in our Modern Slavery Policy.

- Long-term business relationships: we have long-term relationships with the majority of our manufacturers, which allows us to build trust and a commitment to continuous improvement.
- Supply chain mapping: we dedicate time and resources to continuously map our supply chain and understand how well our suppliers score in terms of social and environmental practices.
- Code of Conduct and initial evaluation: all our suppliers are required to comply with our Code of Conduct and complete a detailed self-assessment ("scorecard"). The scorecard is thoroughly assessed, and improvement is requested when our requirements are not met.
- Social audit program: our suppliers are audited regularly by third-party auditors based on international standards (SMETA and BSCI) or by our major shareholder's internal auditor. The frequency of audits depends on previous performance. Tailored support is made available to help our suppliers address areas of concern.
- Education: we educate our suppliers and all staff members on the topic of modern slavery.

As part of our FSC (Forest Stewardship Council) certification, we comply with Core Labour requirements specified in standard FSC-STD-40-004 V3-1.

## Measuring effectiveness

We have defined the following internal key performance indicators to measure how effective we have been in mitigating modern slavery in our business and supply chains.

- Number of manufacturers that have been audited (social audit by a third party or internal auditor);
- Year-on-year improvement of suppliers' audit scores

## Our Commitment

BioPak commits to act with integrity in all of our business operations and to actively implement the due diligence process and mitigation actions described above, to ensure human rights are respected in our supply chain.

This statement was approved by the board of BioPak Group on 18/03/2024



Gary Smith

Chief Executive Director