



Modern Slavery and Human Trafficking Statement 2022-2023 pursuant to the Australian Modern Slavery Act 2018

This statement is made by H.B. Fuller Company Australia Pty Limited (“H.B. Fuller”) pursuant to section 16 of the Australian Modern Slavery Act 2018 and constitutes the modern slavery and human trafficking statement for the financial year ending December 2, 2023.

The purpose of this statement is to set out H.B. Fuller’s approach to ensuring that H.B. Fuller has frameworks and processes in place to minimize the risk of modern slavery in both our business operations and supply chain. H.B. Fuller’s values are entirely consistent with the Act and H.B. Fuller is committed to operating responsibly and adhering to the highest ethical standards.

Our business, operations and supply chain

H.B. Fuller is a leading global adhesives manufacturer and supplier, headquartered in Minnesota, United States, with facilities or offices in 35 countries, approximately 6,600 employees worldwide. Our focus is on perfecting adhesives, sealants and other specialty chemical products to improve products and lives. We are committed to connecting what matters, bringing together people, products and processes that answer and solve some of the world's biggest adhesion challenges. H.B. Fuller procures direct goods and services used in the manufacturing of adhesives and sealants, and indirect goods and services used to support its operations. Direct goods broadly include chemicals, resins, polymers, wax and oils. Indirect goods and services broadly include logistics, packaging, machinery, maintenance, repairs and operations, and facilities management.

Potential risks of modern slavery in H.B. Fuller’s operations and supply chain

H.B. Fuller regularly conducts risks assessments at its sites as part of Sedex self-assessments, in addition to third party Sedex Members Ethical Trade Audit (SMETA) assessments, which include considering risks that may cause or contribute to modern slavery practices. In this way, H.B. Fuller is able to address and identify areas of risk in operational activities and processes.

Given that industrial adhesives are themselves chemical products, the chemical manufacturing industry and in particular goods derived from raw material extraction such as petrochemicals or mineral-based additives are of most relevance when assessing the labor practices of our supply chain. This includes materials such as polymers, oils, and rubber. Suppliers with operations in certain countries in Asia, Southeast Asia, and the Middle East present the highest risk. H.B. Fuller’s global sourcing team engages suppliers of all sizes in accordance with its group-wide procurement guidelines. Procurement is managed by the sourcing team in each region according to a formalized process. In the case of H.B. Fuller’s Australian operations, the regional Sourcing team primarily manages or approves the procurement of goods and services directly.

Actions to assess and address modern slavery risks

One of H.B. Fuller’s key values is doing business the right way, that is in an ethical and legally compliant manner. H.B. Fuller is committed to avoiding any form of modern slavery in its operations and supply chains. H.B. Fuller’s set of global core policies, reflect our commitment to acting ethically and with integrity in all our business relationships, along the entirety of the supply chain.

Our commitment to respecting human rights is embedded in our Annual Sustainability Report (available on our website here: <https://www.hbfuller.com/en/asia-pacific/sustainability/annual-sustainability-report>) and in our global Code of Business Conduct (available here: <https://www.hbfuller.com/en/asia-pacific/campaign-pages/legal-notice/code-of-business-conduct/english>). As part of this commitment, and bearing in mind the changing landscape



globally (cultural shifts and enhanced expectations, as well as developing regulations around the world), we routinely review our processes to counter the risk of facilitating modern slavery.

The following are key elements in H.B. Fuller's effort to prevent modern slavery in its operations and supply chains:

- We further emphasize our stance within a Supplier Expectations Letter (available here: [Supplier Expectations Letter | H.B. Fuller \(hbfuller.com\)](#)).
- On the 'Supplier Resources' page of our publicly available website: <https://www.hbfuller.com/suppliers>, we also inform our suppliers that H.B. Fuller is committed to taking steps to ensure that no slavery or human trafficking is taking place within our organization or supply chain, and that we expect our suppliers to honor the same commitment.
- We conduct human rights due diligence within our supply chain by requesting and reviewing questionnaires from our suppliers of goods and services. Responses are reviewed and assessed in order to protect against and minimise the risks of human rights violations.
- We also screen our suppliers against publicly available lists of entities tied to human slavery.
- To ensure high levels of awareness of H.B. Fuller's Code of Business Conduct and ethical expectations, we provide regular training to our employees on a variety of compliance topics and will continue to do so in the future.
- In addition, H.B. Fuller actively encourages reporting of violations and concerns through multiple channels, including our telephone and internet based third-party HBF Path Helpline.

Assessing the effectiveness of H.B. Fuller's actions

H.B. Fuller assesses the effectiveness of its actions in response to modern slavery risk in the following ways:

- H.B. Fuller sites complete annual Sedex self-assessments and selected sites undergo third party Sedex Members Ethical Trade Audit (SMETA) assessments.
- H.B. Fuller responds to customer-specific self-assessment surveys and has undergone ethical audits against customer protocols.
- We routinely refresh and refine our training to employees to ensure its effectiveness.

Looking forward, our goal is to continue to deliver improvements on our ongoing assessment of risk areas in our supply chain, including regular supplier assessments. We will be ensuring that the H.B. Fuller group around the world, including more recently acquired businesses, is consistent in its approach and our work with the Sourcing group will be a key part of this drive towards delivering improvements.

Consultation and approval

In preparing this Modern Slavery and Human Trafficking Statement, H.B. Fuller consulted with cross-functional stakeholders with responsibility for the oversight of procurement, sustainability, legal and risk processes and asked these stakeholders to provide feedback on the Statement. After which this Statement was presented to the Board of H.B. Fuller for final review and approval.

Approved on May 27, 2024 by the Board of Directors of **H.B. Fuller Company Australia Pty Limited**, and signed by:


Peter Lockey (May 28, 2024 15:09 GMT+10)

PETER LOCKEY
DIRECTOR