



BioMar Australia Modern Slavery Statement



For the period 1 January to 31 December 2023

BioMar Australia,
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1) Identify the reporting entity

BioMar Pty Ltd (ACN 009 476 064) trading as BioMar (Australia).

2) Describe the reporting entity's structure, operations, and supply chains

BioMar Australia

BioMar Australia, based in Wesley Vale, Tasmania was established in 2019 and is part of the BioMar A/S Group which is fully owned by Danish conglomerate Schouw & Co.

Founded in 1878 Schouw & Co. is listed on the Copenhagen Stock Exchange and makes long term investments in leading businesses. It's subsidiary portfolio businesses employ more than 4,500 employees worldwide with approximately 70 employees within its Australian business.

BioMar A/S

BioMar is one of the world's largest manufacturers of high-performance, sustainable feed for the global aquaculture farming industry. BioMar operate 17 feed production sites in Norway, Chile, Denmark, Scotland, Spain, France, Vietnam, Greece, Turkey, China, Ecuador, Australia, and Costa Rica servicing over 90 countries in the world.

BioMar is a leader in the production of high-performance diets for more than 45 different fish and shrimp species and has a long-term commitment to developing the aquaculture industry in a responsible and sustainable way.

BioMar's focus is supporting customers delivering healthy, great tasting seafood. BioMar does this by innovating efficient, safe and nutritious feed for aquaculture with minimal environmental impact.

At BioMar, we have made a pledge to ensure responsible sourcing of all our raw materials as they count for over 95% of our environmental impact, while having a considerable social impact.

We continuously strive to deliver on our commitment to develop an efficient and sustainable business, and therefore our five fundamental principles of responsible sourcing are embedded in everything we do – from safeguarding product quality and food safety to upholding human and labour rights to protecting natural resources.

We conduct our business with high integrity and through dedicated collaboration with our stakeholders, acknowledging that we are part of a larger value chain where transparency and collaboration are key.

Our five fundamental principles are:

1. Conduct business lawfully and with integrity
2. Be dedicated to collaboration and transparency
3. Ensure product quality and food safety
4. Protect natural resources
5. Uphold human and labour rights

3) Risks of modern slavery practices in operations and supply chains

BioMar supply chains include the sourcing of raw materials globally and we therefore recognise that there are countries and companies that are at a higher risk of modern slavery and trafficking than others, particularly, but not exclusively, in the production and transportation of raw materials.

4) Describe the actions taken by BioMar Australia and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

The supplier due diligence process involves the completion of a supplier approval process comprising our current Code of Conduct and supplier approval questionnaire which suppliers need to sign and return as acceptance that their business practices are aligned to BioMar standards. Suppliers are also asked to provide their own policies on Modern Slavery, Code of Conduct, and sustainability and environmental information. Depending on the questionnaire response from suppliers, and an associated risk assessment, a physical audit may be performed.

BioMar has zero tolerance toward slavery and human trafficking and are working towards ensuring that everyone in the supply chain complies with this. A supplier who fails to provide BioMar with the appropriate information in a timely manner may no longer be able to supply BioMar.

In Australia, and in line with the Global Modern Slavery Policy, BioMar follow the Ethical Trading Initiative (ETI) Base Code, which is founded on the conventions of the ILO.

BioMar has established reporting procedures and mechanisms where employees and third parties can report any concerns regarding unethical or illegal conduct; including instances relating to Modern Slavery and Human Trafficking.

Employees can report to their manager, or if they wish to remain anonymous, employees and third parties are able to report through our Whistleblower system and processes, via phone or email. Where issues are investigated and substantiated, appropriate action is undertaken.

The Australian Federal Government legislation designed to protect vulnerable workers under the Fair Work Act, the Modern Slavery Act and Whistleblower Protection Act, has been communicated throughout the business. This is further supported by a suite of policies and associated procedures including:

- Modern Slavery Policy;
- Code of Conduct;
- Whistleblowers policy; and
- Diversity Policy;

BioMar conducts an annualised audit program that incorporates an assessment of compliance with all elements of these policies and processes.

5) Assessment of the effectiveness of risk mitigation and remediation strategies

All policies and risk assessments are reviewed annually and updated as required.

BioMar works to the highest standards recognised through the achievement and retention of the following quality standards:

- (i) ISO 9001 - Quality
- (ii) ISO 14001 - Environmental
- (iii) ISO 22000 – Feed safety
- (iv) GLOBAL G.A.P;
- (v) BAP;
- (vi) Feedsafe

BioMar complies with all the above standards requirements for worker health, safety and welfare as part of the certification.

6) Information on the consultation process undertaken by the reporting entity with any entities that it controls or owns or with which it is issuing a joint statement

N/A

7) Any further relevant information

N/A

This statement has been approved by the Directors of BioMar Pty Ltd.



David Whyte

Managing Director – BioMar Pty Ltd