

Abbe Group of Companies Position Statement and Policy on Modern Slavery

Thursday, 7 December 2023

Position Statement Summary of Abbe Corrugated Pty Ltd and Abbe NSW Pty Ltd collectively referred to as the Abbe Group of Companies (“Abbe”)

This Modern Slavery Position Statement is made in the spirit of the obligations, ethics and requirements of the *Modern Slavery Act 2018* (CTH) by the Abbe Group of Companies.

Abbe is committed to respecting and supporting the dignity, well-being and human rights of our employees and those who we engage with through our supply chain. We seek to utilise ethical suppliers and expect their support in the identification of modern slavery risks throughout our supply chain.

This statement was approved by the boards of Abbe Corrugated Pty Ltd and Abbe NSW Pty Ltd, the reporting entities covered by this statement, on Thursday, 7 December 2023

If you have enquiries in relation to this statement please contact:

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Background

Modern slavery is an ongoing issue worldwide. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:

- slavery, servitude (coercing someone to provide services) and forced and compulsory labour;
- human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited);
- committing any offence with the intention to commit human trafficking; or
- aiding, abetting, counselling or procuring any of the above offences,

All of these practices deprive individuals of their liberty in order to exploit them for personal or commercial gain. Our company values instil in us the obligation to conduct our business with integrity.

Abbe – About Our Business

Abbe is a leading Australian independent manufacturer and supplier of corrugated and carton board packaging, with retail display, specialty and industrial packaging and world class automation solutions. Proudly family owned and operated for over 30 years Abbe continues its passion for excellence, quality and customer service.

The Abbe Group of Companies have over 600 FTE.

For more information about our organisation please visit our website at www.abbe.com.au.

Supply Chain

Abbe's supply chain include suppliers from the following sectors: timber, paper, information technology, property, cleaning, security, legal, transport, promotional supplies, office supplies, accounting, advertising and consulting services, embroidery and clothing, human resource consultants, and off-shore & remote digital services.

The Abbe Group of Companies' suppliers are located in Australia, UAE, Italy, Sweden, China, Taiwan, Korea, USA, UK and Thailand.

Abbe Group of Companies Statement of Commitment

Abbe has an active commitment to operating all aspects of our business in accordance with all applicable laws and with a high standard of ethics. Abbe has a commitment to utilising suppliers that are aligned to our committed values. It is Abbe's expectation that Abbe's suppliers will comply with all applicable modern slavery laws which included ensuring their business and supply chains do not involve the prohibited activities of human slavery and similar activities, human trafficking or child labour.

Abbe has implemented policies and procedures to promote best practice and compliance with applicable laws. These policies include:

- OHS
- Discrimination
- Environmental
- Disciplinary
- Training

Due Diligence

Abbe considers the risk of direct exposure in its supply chains in Australia to be zero. However, Abbe considers there may be some risk of indirect exposure to modern slavery and human trafficking in our overseas supply chains where monitoring of compliance is not as direct.

Abbe's procurement policy when dealing with a new supplier or reviewing existing suppliers is to;

- assess the existing or proposed supplier and its supply chain to assess the risks of human trafficking or slave labour and to;
- develop an audit procedure to audit suppliers as required in relation to addressing slavery and human trafficking.

Abbe is committed to developing a compliance statement and providing this to its suppliers.

Abbe will create a risk register to identify major and high risk suppliers.

In the future if a supplier does not demonstrate compliance with the UN Guiding Principles on modern slavery, Abbe will seek compliance or seek an alternative supplier.

Abbe perceives that the greatest threats in relation to modern slavery in Abbe's supply chain related not to its direct suppliers, but to the supply chains of its direct suppliers in overseas countries.

Training

Abbe will incorporate identification and reporting of slavery and human trafficking in to our training policy. This policy will be made available to all of our employees and contractors. The Board will be appraised of appropriate management in relation to human slavery and trafficking.

Record Keeping

Abbe will adopt of register of suppliers who have been provided with compliance questionnaires. This will be stored in Monday.com

Abbe will develop an audit procedure and will investigate any reports of slavery or human trafficking. Any concerns any associate of Abbe has in relation to slavery and human trafficking must first be reported to the CFO and if not resolved through investigation,

escalated to senior management via the CEO. If issue remains unresolved the CFO will take the matter to the Board.

Whistleblower Policy

Abbe has implemented a whistleblowing policy to support its commitment to ensure no modern slavery occurs in its supply chains.

Signed on behalf of the Abbe Group of Companies by



Anthony O'Sullivan

Group CEO & Managing Director

Abbe Group of Companies

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