

BioPak Pty Ltd
Suite 202, 59-75 Grafton Street,
Bondi Junction, NSW 2022
Australia

BioPak Group's Modern Slavery Statement

Calendar Year 2024

Company Profile

BioPak Group provides sustainable alternatives to conventional single-use packaging for the food service industry. We offer compostable, recyclable, and reusable solutions under the BioPak, Huskee, and Decent Packaging brands.

BioPak Group's head office is based in Sydney, Australia, and the BioPak Group owns entities in:

- Australia: Horizons Supply Pty Ltd, Huskee Tech and Huskee Pty Ltd;
- New Zealand: BioPak Limited and Innocent Packaging Ltd;
- Singapore: Biopak Pte Ltd;
- Hong Kong: BioPak (HK) Limited
- China: Huskee Foshan
- The United States: BioCup Inc
- The United Kingdom: Kindoo Ltd, BioPak (UK) Ltd and Decent Packaging Ltd
- The Netherlands: Decent Packaging BV

Duni Group holds 50.9 per cent of BioPak Group's shares, Five V holds 30 per cent, Equistock Holdings holds 14.6 per cent, and minor shareholders hold 5.4 per cent.

BioPak Group employs 90 staff in Australia and 200 staff in its overseas operations.

BioPak Group works with approximately 80 manufacturing partners, mainly located in Asia. 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 Group 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 government's [Modern Slavery Statement Registry](#).

Our responsibility

“Modern slavery” refers to serious crimes such as human trafficking, slavery, and slavery-like practices, including servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

According to the 2022 Global Estimates of Modern Slavery (ILO, Walk Free, and IOM), approximately 50 million people were living in modern slavery in 2021. Of these, 28 million were subjected to forced labour, and 22 million were in forced marriages. Modern slavery occurs in every region and across all industries, often linked to other human rights violations such as corruption and environmental harm.

While current national data is limited, the Australian Institute of Criminology estimated that between 1,300 and 1,900 people were victims of modern slavery in Australia between 2015 and 2017 – a number widely believed to be underreported.

We recognise our corporate responsibility to take meaningful action to address modern slavery risks in our operations and supply chains. This statement outlines the steps we are taking under the Australian Modern Slavery Act 2018 to identify, mitigate, and manage those risks.

Risks of modern slavery practices in our supply chain

As a packaging brand that outsources manufacturing, we must consider how our extended supply chain could be exposed to modern slavery risks.

The key risks identified in our operations and supply chains include:

- **Supply chain traceability and transparency:** It becomes increasingly difficult to ensure ethical practices beyond direct (Tier 1) suppliers. Tier 2 and lower-tier suppliers provide materials and components to our direct suppliers, and visibility at these levels is limited. Access to reliable information depends on strong relationships, shared values, and full transparency with our manufacturing partners.
- **Sourcing from high-risk regions:** Some of our materials or products may originate in countries with a reported high prevalence of modern slavery, labour rights violations, or broader human rights concerns.
- **Use of vulnerable labour:** Some suppliers operate in regions where temporary, seasonal, or migrant workers are commonly employed – groups that are more vulnerable to exploitation.
- **Tight delivery timeframes:** Short production deadlines may lead suppliers to demand excessive working hours or rapidly scale up their workforce, increasing the risk of poor labour practices.

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 our main manufacturers, which allows us to build trust and a commitment to continuous improvement.
- **Supply chain heat maps:** 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.
- Contractual clauses: Our supplier agreements require disclosure of any identified modern slavery, and suppliers must confirm they have no history of related convictions or investigations.
- 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.
- Core Labour requirements: As part of our FSC (Forest Stewardship Council) certification, we comply with Core Labour requirements specified in standard FSC-STD-40-004 V3-1.
- Education: We educate our suppliers and all staff members on the topic of modern slavery.
- Remediation: In the event modern slavery is identified, we are committed to working with the relevant supplier to investigate and remediate the issue in line with internationally recognised frameworks.

Measuring effectiveness

We have defined the following key performance indicators to assess our effectiveness in mitigating modern slavery within our business and supply chains:

- Number of manufacturers that have been audited (social audit by a third party: SMETA, BSCI or equivalent);
- Year-on-year improvement of suppliers' audit scores

Our Commitment

BioPak Group commits to acting with integrity in all of our business operations and to actively implementing 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 15/05/2025.



Gary Smith

Chief Executive Director