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## Modern Slavery Statement, Omya Australia Pty Ltd

### Our Business

This Modern Slavery Statement (Statement) covers the activities of Omya Australia Pty Ltd (ABN 97 001 682 533) in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) (Act).

Omya Australia Pty Ltd (Omya) is a wholly owned subsidiary of Omya AG Switzerland. Our business involves the quarrying and processing of calcium carbonate, as well as importing and distributing specialty chemical additives and minerals.

We are guided by Omya's values of modesty, courtesy, integrity and perseverance. We are expected to use good judgement, high ethical standards, and be reliable and honest when conducting business. We are committed to preventing and/or managing risks associated with modern slavery in our business.

We oppose modern slavery such as illegal child labour, involuntary servitude, and all other forms of abusive or exploitative labour practices.

As at the date of this statement, we have not identified any instances of modern slavery in our operations or supply chain and we will continue to remain vigilant in opposing modern slavery.

### Managing risks of modern slavery practices

Omya has reviewed its business and identified aspects which could have a risk associated with modern slavery practices. We have identified the activities within our business which could be exposed to modern slavery risks. These include our quarry and production operations, and the supply of materials and products.

Being a subsidiary of a global entity, Omya has various policies, directives, and procedures at various levels which govern the way we do business, and reinforces our commitment to opposing modern slavery and abusive or exploitative practices.

These policies, directives, and procedures include –

- the Omya Code of Conduct. This is a policy document to which all persons working for or with Omya commits to our values of modesty, courtesy, integrity, and perseverance. This means that our business is conducted in an ethical, legal and socially responsible manner, and which opposes modern slavery;
- the Group Risk Policy which establishes a risk management approach to achieving business objectives and in meeting legal and social obligations. Through this policy, we have –
  - considered our business activities,
  - considered any exposure to modern slavery risks, and
  - taken measures to prevent or manage such risks;
- the Corporate Sustainability Policy. This policy demonstrates our commitment to a sustainable way of working which includes balancing economic growth with ecological balance and social progress. Through his policy we have

applied the principles of fair work, workplace health and safety, environmental protection, land remediation, quality management, regulatory affairs, and corporate social responsibility;

- the Procurement Directive which provides a framework ensuring that our procurement practices and those of our business partners align to the principles from the Omya Code of Conduct and take reasonable measures to ensure their business is ethical, legal and socially responsible;
- our ANZ Sustainability Policy. This policy is the chief document from our Integrated Management System which is certified to ISO 9001, ISO 14001, and ISO 45001 for quality, environment, and health and safety management systems. Through this policy, we continue to provide a safe, secure, and healthy workplace for employees and others, and a sustainable and socially responsible business for our customers;
- our Vendor Management Procedure which ensures equitable selection of suppliers. Suppliers are required to complete a Supplier Declaration form and go through multiple stages of approvals before they are established as a vendor. Once established as a vendor, our suppliers understand their commitment to transparency and shall be available for an annual evaluation as required by us; and
- training for staff on identifying and addressing modern slavery in the workplace. Once reported we have a systematic process of investigating and correcting any root causes. A summary of reports are brought as an agenda item before the Omya directors at the Area Management meeting.

As at the date of this statement, we have not identified any instances of modern slavery in our operations or supply chain and we will continue to remain vigilant in opposing modern slavery. Should such concerns be raised, we shall investigate, take appropriate action to address these concerns, and review the effectiveness of our actions in consultation with relevant parties

## Continuous Improvement

We are committed to monitoring and improving practices in compliance with the modern slavery requirements.

Our objective is to periodically evaluate the effectiveness of our actions and to continue to improve our processes and procedures in preventing or managing risks of modern slavery in our business.

## Approval and Authorisation

This statement was reviewed by the Omya's Vice President Human Resources, Asia Pacific, Legal Counsel, Asia Pacific, and Regional Compliance and Business Improvement Manager, Asia Pacific. It was approved by the Omya Australia Pty Ltd Board of Directors on October 19, 2021.



**David Cherrie**  
Company Director  
Director of Sales, Australasia



**Max Kuchits**  
Director of Supply Chain, Australasia