



Bisley & Co Pty Ltd

Modern Slavery Statement

Reporting Year FY2020

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1 Introductory Statement

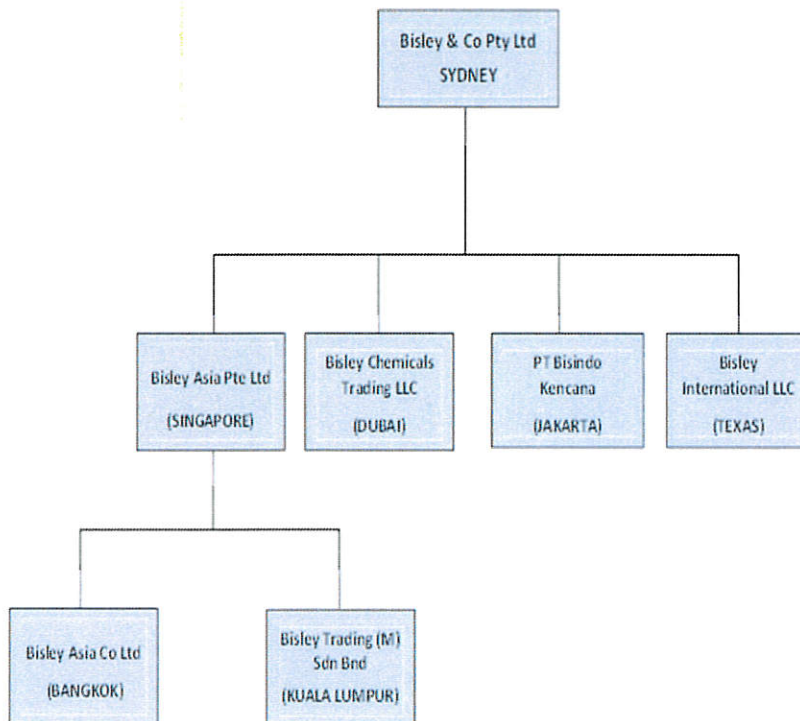
Bisley & Co Pty Ltd (ACN 000158305) and its subsidiaries (Bisley) are committed to upholding the principles of the Australian Modern Slavery Act 2018 (the Act). This statement defines the steps taken and ongoing actions to ensure that slavery and human trafficking is not taking place in any part of the business.

This statement has been approved by the Board of Directors of Bisley & Co Pty Ltd on Tuesday 16 February 2021

2 Bisley's Structure, Operations and Supply Chain

Bisley is a multinational marketer and distributor of quality industrial raw materials and chemicals. The company was established in Sydney in 1955 and focuses on markets across ANZ, Asia Pacific, Middle East, USA and Canada. Bisley's products range from fine chemicals for highly specialised applications, to bulk raw materials delivered in shiploads to major regional manufacturers.

Bisley is a privately held company with eight trading subsidiaries, all subsidiaries are controlled by the parent entity Bisley & Co Pty Ltd.



Our suppliers span the globe and Bisley is committed to working with our suppliers to ensure modern slavery is not part for our supply chains.

The number of our suppliers according to geographic regions (as defined by the www.globalsslaveryindex.org) are:

- Africa – 28
- Americas – 49
- Arab States – 39
- Asia & The Pacific – 1389
- Europe & Central Asia - 117

The above numbers include all suppliers from product, freight, shipping and third-party logistics providers, through to service providers.

3 Policies

The policies and frameworks that support Bisley's day-to-day operations require that we respect and safeguard universally recognised human rights. Consistent with the principles in our Code of Conduct, Global Foreign Bribery Prevention and Modern Slavery policies. Bisley is committed to complying with the laws and regulations of the countries in which we operate.

4 Due Diligence

Bisley performs detailed due diligence on potential suppliers utilising questionnaire templates and visits to suppliers facilities.

As a result of these procedures and the location of our suppliers, Bisley believes the overall risk level of modern slavery in our supply chains is low. However we continue to upgrade our processes as we continue to mitigate risks.

5 Actions Taken so far

The following actions have been taken:

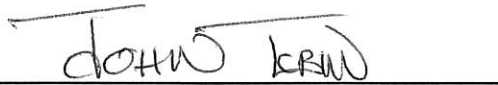
1. Introduced a Modern Slavery Policy.
2. Modified our Purchase Terms and Conditions to include a clause referencing the International Labour Organisation convention No. 138,182 and 190.
3. Completed an analysis of our supplier's location (region) as ranked by the Global Slavery Index (www.globalsslaveryindex.org).
4. Completed a ranking of suppliers by annual spend.
5. Commenced audits of selected suppliers using a targeted questionnaire.
6. Introduced a modern slavery component into the supplier due diligence template.

6 Ongoing assessment of risk

In FY 2021 and beyond, Bisley will continue to increase collaboration with internal and external stakeholders to address the issue of modern slavery.

Bisley will achieve this by raising awareness of modern slavery among employees and suppliers, continuing to evolve and improve our supplier due diligence and audit procedures and further improve our purchase terms and conditions.

Signed,

A handwritten signature in black ink, appearing to read "JOHN TOBIN", is written over a solid horizontal line.

John Tobin

CEO / Managing Director