

FREUDENBERG HOME & CLEANING SOLUTIONS

AUSTRALIAN MODERN SLAVERY ACT STATEMENT 2024

This Modern Slavery Statement is published in accordance with Australian *Modern Slavery Act 2018* (Cth) for Freudenberg Home and Cleaning Solutions Pty Ltd, headquartered in Broadmeadows, Melbourne, Australia. It covers the calendar year 1 January 2024 to 31 December 2024, which aligns with the Freudenberg Group's financial year.

Making a difference. Worldwide.

At Freudenberg, we believe in making a lasting impact – not just within our value chain but also creating positive change in the communities where we live and work.

About Freudenberg

Freudenberg Home and Cleaning Solutions Pty Ltd ('FHCS Australia' or 'Freudenberg Home and Cleaning Solutions') is a leading international company for branded cleaning products and systems as well as laundry care products.

FHCS Australia's parent company Freudenberg & Co. Kommanditgesellschaft is based in Germany. FHCS Australia is part of the Freudenberg global technology group which employs over 52,000 people from 146 nations. Freudenberg operates globally at sites in 60 countries and in 2024 its annual revenue was just under 12 billion euros.

The Freudenberg Group's headquarters are in Weinheim, Germany, in the middle of the Rhine-Neckar Metropolitan Region.

In Australia, the Freudenberg Home and Cleaning Solutions business earned in excess of \$110m in revenue in the 2024 reporting period. FHCS Australia employs around 90 people, and its Australian operations are based in Broadmeadows, Melbourne.

FHCS Australia manages national demand for Freudenberg products from one major distribution warehouse in Melbourne, in addition to four warehouses (Melbourne, Sydney, Brisbane, Perth), which are operated under a third party logistics arrangement.

Our Products

Freudenberg Home and Cleaning Solutions products are immediately recognizable from the Vileda, Oates and Vileda Professional brands.



These brands¹ are synonymous internationally with Freudenberg's deep commitment to continuous research & development and demonstrated technical innovation. Australians have been long familiar with Freudenberg's professional cleaning and quality household products for the home and industry. ED Oates, which the Freudenberg Group acquired five years ago, has been providing Australians with Oates cleaning products for over 80 years.

¹ The Ansell brand is used under license

Around seventeen percent of Freudenberg products are sourced from Freudenberg's own factories which are primarily located in Ningbo (China), Augsburg (Germany) and in Lazne Belohrad (Czech Republic). This in-house manufacturing capacity is augmented by product sourced from our trusted supplier network.

Freudenberg's European factories are primarily used for the manufacture of brushware and cloth for its Vileda Professional range. However, Freudenberg's innovative strength is evident in the product design and development of its entire range of cleaning and laundry care products.

Freudenberg products are sold and distributed all over Australia across a wide range of groceries, hardware shops, mass merchants, specialist cleaning outlets and wholesale distributors. FHCS Australia is proud to include both independent small businesses, large distributors such as Bunzl and Winc, and house-hold name retailers such as Woolworths, Bunnings and Coles, as FHCS Australia customers.

Freudenberg Guiding Principles, Business Principles and Code of Conduct

In 2024 the Freudenberg Group celebrated its 175th anniversary. Still a family-owned company, Freudenberg continues to be driven by strong, unwavering values that shape how we conduct business worldwide.

The Freudenberg Group maintains that the key to maintaining the trust of the public, our customers, business partners and other stakeholders lies in the integrity and law-abiding behavior of every one of us. We believe that it is our duty and the basic attitude of everyone to comply with laws and regulations, promote justice, respect cultural differences, assume social responsibility and protect the environment and the well-being of the people who work for and with us along the supply chain or are affected by our activities.

These principles reflect the corporate culture which is deeply rooted in the Freudenberg Group. What guided our company founder Carl Johann Freudenberg still applies today. His "Allgemeinen Betrachtungen" (General Observations) from 1887 are the inspiration for our current Business Principles, built firmly upon the guiding principles.



In our Guiding Principles and our Business Principles, the Freudenberg Group demonstrates its commitment to values-based business management. These principles enshrine the Freudenberg

Group’s commitment to the fairness and integrity in our dealings with suppliers, and responsible behaviour in all the countries and communities in which it operates. These principles create the framework for an environment characterized by trust and confidence, which promotes teamwork, innovation, customer orientation and the long-term success of our company.

In 2024, Freudenberg made use of the opportunity offered by the DIALOG management event to update the language of the Business Principles and the Guiding Principles. Moreover, the content of the Business Principles was adapted to reflect the current situation of the Freudenberg Group. The revised documents were communicated to Freudenberg employees worldwide



Freudenberg’s Code of Conduct is derived from the Guiding Principles and Business Principles. It is binding for all employees and intends to clarify the standard of personal conduct expected of everyone, regardless of their position. The Code of Conduct requires that the company group operates with the highest level of integrity and ethical standards. It is applicable to the Freudenberg Group worldwide and is designed to ensure that law-abiding and responsible behaviour remains the cornerstone of business conduct. The Freudenberg Code of Conduct is available in 27 languages. The globally standardized e-learning tool on the Freudenberg Code of Conduct is an appropriate instrument for all employees to become familiar with the Code’s contents



Universal Commitment to Human Rights

On December 10, 1948, the United Nations issued the Universal Declaration of Human Rights, setting out the inalienable rights of every human being. These internationally recognized human rights are also the benchmark for our actions throughout the Freudenberg Group. In addition, we adhere to the OECD Guidelines for Multinational Enterprises, the International Charter of Human Rights, the European Convention for the Protection of Human Rights and Fundamental Freedoms, the International Labor Organization (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the ILO Declaration on Fundamental Rights and Principles at Work.

For Freudenberg, respect for human rights and environmental concerns, in particular the human rights protected by Section 2 (2) and (3) of the German Act on Corporate Due Diligence to Prevent Human Rights Violations in Supply Chains (BGBI. I 2021, p. 2959) ("Supply Chain Act"; "LkSG"), is the basis of all our business relationships.

As a signatory to the United Nations Global Compact since 2014, we have committed ourselves to complying with the ten principles in the areas of human rights, labor, the environment and anti-corruption.

"Freudenberg has always aligned itself in accordance with values and sustainability. We signed the Global Compact, because it's important to communicate our conduct towards our customers, neighbours, potential colleagues and institutions,"

Dr. Mohsen Sohi, CEO of Freudenberg SE (2024)

Governance

The Freudenberg Compliance Management Council has high level oversight of compliance issues with international implications.

The risk of modern slavery in FHCS Australia and its supply chain is assessed within Freudenberg's quality and procurement functions based in Hong Kong and Shanghai. These teams are responsible for strict assessment of suppliers prior to business commencement and follow up assessments done at between one and three-year intervals for first and second tier suppliers. The assessments are comprehensive and conducted physically (when not restricted) with a thorough evaluation of supplier financial, ethical and social capability and performance.

This Modern Slavery Statement was developed through consultation by FHCS Australia with the international Freudenberg quality and procurement functions. This was to ensure that Freudenberg's commitment to ethical sourcing and its rigorous standards of supplier selection and monitoring - which are applicable to FHCS Australia through its Australian supply chain practices and operations - were clearly described and conveyed.

Our Supply Chain

Reflecting our Guiding Principles, Freudenberg believes in the value of enduring relationships with our suppliers. Freudenberg Home and Cleaning Solutions has just over twenty first-tier suppliers, all representing very long term and stable relationships.

While these suppliers are predominantly located in China, where the Freudenberg Group also bases its procurement operations, our suppliers are also located in Malaysia, Thailand, Cambodia, Italy, Sri Lanka, Canada and Sweden.

The selection and management of offshore suppliers is managed by the international procurement and quality team of the Freudenberg Group in Shanghai and Hong Kong. Accordingly, FHCS Australia liaises with the international Freudenberg Group in its selection of audited offshore suppliers for the following types of products:

- Mops
- Buckets
- Sponge cloth
- Brooms
- Handles
- Brushes

Freudenberg aligns itself with suppliers that are already supplying high quality brands to global retailers, allowing them to leverage other systems and process to ensure against modern slavery breaches.

FHCS Australia directly manages a small number of local Australian suppliers, which Freudenberg Home and Cleaning Solutions uses for blending cleaning chemicals. These Australian businesses are all required to undertake a self-assessment with regard to meeting the Freudenberg ethical and social standards in accordance with the protocols set out below.

Ethical Sourcing Policy & Global Ethical Supplier Standards

Freudenberg expects its suppliers to act with the same integrity, fairness, responsibility, honesty and commitment to human rights and sustainability, and commit themselves to respecting the rights of their employees and treating them in accordance with the guidelines of the international community, either by signing Freudenberg's Supplier Code of Conduct or in another appropriate manner.

The foundation of Freudenberg's approach to ensuring its suppliers share its responsible values is Freudenberg's Ethical Sourcing Policy. The Policy requires all direct material suppliers of finished products, semi-finished products, raw materials, and packaging materials to comply with the Global Ethical Supplier Standards.

The Global Ethical Supplier Standards require a commitment to international standards and initiatives like the Global Compact, International Labor Standards, as well as local laws and regulations ensuring:

- No child labour
- No forced workers
- No discrimination against employees
- Treating employees with dignity and respect
- Allowing freedom of association
- Appropriate compensation in terms of wages and working hours

The Ethical Sourcing Policy also covers health and safety workplace standards, environmental protection and ethical conduct in business.

Modern Slavery Risk Analysis

In its own businesses, the Freudenberg Group uses online platforms (such as IntegrityNext, Prowave and Ecovadis) for a systematic identification of human rights or environmental law risks in its own

business. For the regular risk analysis in the company's own business, all Freudenberg consolidated companies that have employees, their own purchasing department, production or sales, are uploaded on the platform IntegrityNext or Prewave or have been rated by Ecovadis, in order to obtain an independent and abstract screening for human rights-related and environmental risks.

On the basis of the relevant company's location and industry, the software tool produces an abstract risk score for each legal entity within Freudenberg's own business. On the basis of this risk score, the relevant Freudenberg business must determine further actions – such as further due diligence e.g. through a questionnaire, by analysing whether appropriate rules and procedures are in place. This analysis provides a desk top risk assessment of modern slavery risk, which is in addition to protocols undertaken by Freudenberg to ensure compliance with Freudenberg's internal human rights policies, principles and codes

Similarly, these online platforms are regularly used to identify modern slavery risk with direct suppliers, i.e. those which are in a direct contractual relationship with Freudenberg companies. This desk analysis of risk augments the direct supplier engagement which Freudenberg undertakes (described below) to ensure commitment and compliance with human rights standards.

The Ethical Sourcing qualification of a new supplier is part of their overall evaluation, initially conducted using a detailed assessment questionnaire Supplier Evaluation Tool.

Preventative and Remedial Measures

The selection and prioritization of preventive and remedial measures, such as XX, depends on the risk profile of the supplier base and the usual practices in their relevant industries. Depending on the risk score determined in the abstract and/or concrete risk analysis, preventive measures are determined which are adequate to mitigate the identified risks and remedial actions considered adequate to prevent or end a violation of human rights.

Preventive measures in own business: If risks in Freudenberg's own business are identified as part of its regular and ad hoc risk analysis (e.g. through an assignment of a certain risk score in one of the platforms used), preventive measures are initiated immediately. These include:

- identification of policies or standards applicable to the identified human rights or environmental risk;
- analysis of whether these policies and standards are appropriate and sufficient to mitigate the risk;
- examination, e.g. by further on-site investigations (audits), whether the respective guideline or the standard is adhered to and, in case of non-compliance, analysis of the reasons for this;
- conducting training courses in the relevant business areas.

Remedial measures in own business: If it is determined that the breach of an obligation concerning human rights has already occurred or is imminent, remedial measures will be taken immediately. These include in particular:

- training and information of employees on human rights risks;
- an assurance by the responsible manager to ensure that the risk is remedied;
- depending on the severity of the breach of duty or, in the case of continued breaches of duty, potentially consequences under employment law.

Preventive measures at direct suppliers: If human rights non-compliance risks are identified by direct suppliers as part of the regular and ad hoc risk analysis (e.g. through the assignment of a specific risk score provided by the platforms used), these are prioritised first. Criteria for prioritisation includes the nature and severity of the human rights risk, possibilities of influencing the supplier (e.g. in terms of sales volume with the supplier or importance of the raw material or product within the supply chain).

Preventive measures include:

- a more in-depth analysis of the supplier through collection of further data by sending questionnaires,
- obligation of suppliers to comply with certain human rights standards through contractual requirements (e.g. Freudenberg's Supplier Code of Conduct or any equivalent measure, such as commitment to comply with equivalent standards),
- the use of available certifications.

Remedial action at direct suppliers: If a breach of an obligation concerning human rights has already occurred or is imminent with a direct supplier, corrective measures will be taken immediately.

In particular, the following may be considered:

- development and implementation of a plan to end or minimise the breach (together with the supplier, if appropriate);
- the temporary suspension or termination of the business relationship.

Prevention and remedial measures for indirect suppliers:

Human rights risks in relation to indirect suppliers (e.g. in a certain procurement country, at a certain tier of the supply chain or in a supply chain concerning a certain raw material), are examined by first carrying out a plausibility check and prioritisation according to the above-mentioned criteria.

If this review reveals that a breach of an obligation concerning a human rights has already occurred or is imminent with the indirect supplier, the relevant Freudenberg company will endeavour to remedy the situation within the scope of its influence. This includes participation in multi-stakeholder or industry initiatives. All steps taken are documented, including information requests made of direct suppliers and any refusal to take action or provide information (e.g. due to trade secrets of the direct supplier or other reasons).

Modern Slavery Risks

The only potential modern slavery risk FHCS Australia has identified in the course of its monitoring of supplier conduct in 2024 involved a supplier located in Tianjin, China, which would not allow the Shanghai-based auditing team to visit their premises. While not confirming any human rights violations, the fact of the supplier's refusal to permit on-site auditing raised genuine concerns. The supplier has since been removed and products have been resourced to another supplier which has been successfully audited.

Monitoring Effectiveness

Each Freudenberg business must review the effectiveness of any preventive measures and remedial actions taken by it once a year and on an ad hoc basis if it anticipates a significantly changed or

increased risk in its own business or at a direct supplier, for example due to the introduction of new products, projects or a new business area.

FHCS's cyclical reassessment program and close relationship with its suppliers means it is well placed to monitor the effectiveness of its modern slavery risk prevention and mitigation actions. Every year Freudenberg's applicable Quality and Procurement team establish an audit plan based on importance of the suppliers, turnover, quality status, and supplier risk. Comprehensive Ethical Trade Assessment Reports are prepared as a consequence of on-site visits and comprehensive review undertaken by independent specialists such as Sedex affiliates. The in-depth reporting covers supplier factory conditions, on-site living arrangements and workplace welfare, which is an other reference point for identifying and monitoring the effectiveness of our program.

Aligned with Freudenberg's commitment to ethical sourcing and social responsibility, Freudenberg is engaged in numerous global initiatives from small local initiatives to complex international programs. A few of these are described below.

Sustainable Development Goals

Freudenberg defines success as achieving financial success while at the same time taking its responsibility for society and the environment seriously. These two goals are inseparably linked and firmly anchored in the company's Guiding Principles. In addition to its participation in the UN Global Compact, Freudenberg is also committed to the 17 Sustainable Development Goals that were proclaimed as a global framework in 2016, shortly after the Paris Climate Conference. Freudenberg prioritizes nine of the 17 goals where it can make an important contribution.

Training

Freudenberg's Training Center in Weinheim is known for its social engagement. Since 2016, under the "Training for Refugees" project refugees have been offered a technical internship with the prospect of starting vocational training at Freudenberg. So far, a total of 63 refugees have taken up this offer, and 39 have subsequently begun their training at Freudenberg. All of the 36 trainees who have already graduated have found jobs.

Aqua Tower for clean drinking water

The "Aqua Tower" projects in India transform contaminated water from rivers, streams, and springs into drinking water. Freudenberg employees built an AquaTower in Tamil Nadu, India, in cooperation with the Planet Water Foundation. The tower supplies 530 children at the PUMS Melpadappai school as well as the surrounding community with drinking water. A built-in filtration system processes impure water and helps prevent the spread of illness from contaminated water. This is one of many of Freudenberg's corporate citizenship projects undertaken in all countries where it does business - supporting a raft of social and community projects.

'We all take care' initiative

Since its launch in 2002, the Freudenberg-wide "We all take care" initiative has honored employees and teams who are especially committed to making work safer, healthier and more environmentally-friendly. The annual "We all take care" Awards honor the achievements of the winning teams. With

some 320 projects submitted in 2024, the number of teams taking part in the year under review was the highest ever in the history of the initiative.

We ^{all} take care!

Freudenberg Group Whistleblower Solution and Complaints Procedure

The Ethics Offices are a confidential contact centre for all Freudenberg employees and third parties (i.e. individuals outside the Freudenberg Group, such as suppliers or customers) who would like to report an actual or imminent violation of laws or the Corporate Principles applicable at Freudenberg (Business and Guiding Principles, our Code of Conduct and supplementary internal regulations). The opportunity to confidentially and proactively report compliance violations or impending violations in a confidential environment helps create a culture of trust and protects Freudenberg's internal values and principles.

Approved and signed on behalf of Freudenberg Home and Cleaning Solutions Australia Pty Ltd



Sandra Kelly

Director, FHCS Australia

October 1st, 2025

ANNEXURE 1 - MODERN SLAVERY ACT 2018 (CTH) MANDATORY CRITERIA CHECK-LIST

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of Freudenberg Home and Cleaning Solutions Australia Pty Ltd as defined by the *Modern Slavery Act 2018 (Cth)*² (“the Act”) on 1 October, 2025.

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of Freudenberg Home and Cleaning Solutions Australia Pty Ltd as defined by the Act³.

Mandatory criteria

The table below outlines where information related to each of the mandatory criteria in section 16 of the Act can be found:

| Mandatory criteria | Page numbers |
|---|--------------|
| a) Identify the reporting entity. | 1 |
| b) Describe the reporting entity’s structure, operations and supply chains. | 1-2, 4-5 |
| c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls. | 5-7 |
| d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes. | 3-7 |
| e) Describe how the reporting entity assesses the effectiveness of these actions. | 7-8 |
| f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement). | 4 |
| g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.* | 8-9 |

* You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

²Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

³ Section 4 of the Act defines a responsible member as: (a) an individual member of the entity’s principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator;