

**SCHÜTZ Australia Pty Ltd
(ACN 090 995 958)**

**Modern Slavery Statement
For the year ended 31 December 2025**

1. Our Business Structure, Operations and Supply Chains

SCHÜTZ Australia Pty Ltd ACN 090 995 958 ("SCHÜTZ Australia") is a wholly owned subsidiary of SCHÜTZ GmbH & Co. KGaA, headquartered in Selters, Germany.

SCHÜTZ Australia forms part of the global SCHÜTZ Group, which operates approximately 70 locations worldwide, employs more than 7,000 people and generates annual turnover exceeding €2.5 billion.

SCHÜTZ Australia does not own or control any entities.

During 2025, SCHÜTZ Australia operated three facilities across Australia and employed approximately 180 permanent employees, together with up to 80 labour-hire personnel engaged during peak production periods.

The Laverton North facility in Victoria manufactures Intermediate Bulk Containers (IBCs) and plastic 220L and 110L drums, reconditions returned IBCs and launders 110L drums for the agricultural sector. This site also serves as the company's Head Office.

The Yatala facility in Queensland manufactures IBCs, reconditions IBCs and launders 110L drums.

The North Coogee facility in Western Australia reconditions IBCs and launders 110L drums.

The SCHÜTZ Group HQ in Germany designs and manufactures much of its own operating machinery and many components used in finished products. Additional components are sourced through SCHÜTZ Container Systems Shanghai.

SCHÜTZ Australia purchases HDPE resin from suppliers approved by the SCHÜTZ Group under procurement arrangements coordinated by Group Headquarters. Resin purchased by SCHÜTZ Australia is predominantly sourced from Singapore and Qatar.

SCHÜTZ Australia also procures consumable materials, including shrink wrap and

plastic labels, from suppliers operating within Australia. These suppliers manufacture goods using resin sourced both locally and internationally.

SCHÜTZ Australia engages labour-hire providers, transport and logistics companies, and contractors providing cleaning, calibration and specialised maintenance services.

During 2025, no significant changes were made to SCHÜTZ Australia's operational structure or primary supply chain arrangements.

2. Risks of Modern Slavery Practices in Operations and Supply Chains

SCHÜTZ Australia recognises that risks of modern slavery can exist within both our operations and supply chain, particularly where overseas suppliers or contracted labour are involved.

During 2025, SCHÜTZ Australia continued reviewing publicly available resources and supplier information to better understand modern slavery risks relevant to our operations and supply chain, including reference to the Global Slavery Index.

SCHÜTZ Australia has assessed the modern slavery risks associated with labour-hire arrangements and considers the overall risk to be low. Existing controls include verification that workers hold appropriate Australian work rights and visas, provision of formal employment documentation outlining conditions and remuneration, and occupational health and safety assessments conducted by labour-hire providers prior to placement.

While the plastic resin industry is not generally regarded as a high-risk sector for modern slavery, SCHÜTZ Australia acknowledges that risks may still exist in overseas supply chains.

SCHÜTZ Australia assessed its primary overseas resin suppliers and determined that the overall risk level within these supply arrangements remains low based on the information currently available to SCHÜTZ Australia.

Existing supplier relationships remained largely unchanged during the reporting period.

3. Actions Taken During 2025

SCHÜTZ Australia and the SCHÜTZ Group remain committed to conducting business ethically, responsibly and in accordance with internationally recognised human rights principles.

The SCHÜTZ Group participates in the Compliance Initiative established by the German Association of Materials Management, Purchasing and Logistics (BME), reflecting the Group's commitment to fair, responsible and ethical business conduct.

SCHÜTZ Australia adheres to the BME Code of Conduct, which sets out expectations for suppliers and service providers regarding lawful and ethical business practices.

As part of the SCHÜTZ Group Sustainability and Responsible Care Program, the Group voluntarily reports supply chain sustainability performance through the EcoVadis platform.

SCHÜTZ Australia maintains internal policies applicable to all employees, including:

- Company Code of Conduct
- Occupational Health and Safety Policy
- Equal Employment Opportunity Policy
- Modern Slavery Policy

The Modern Slavery Policy introduced in 2024 remained in effect throughout 2025 and continued to be included within employee onboarding and handbook materials.

No breaches of the Modern Slavery Policy were reported during 2025.

Many of SCHÜTZ Australia's key suppliers have supplied the business for a number of years, which assists in maintaining visibility and communication across the supply chain.

Where appropriate, SCHÜTZ Australia conducts supplier reviews and audits directly or in conjunction with SCHÜTZ Group Headquarters.

During 2025, SCHÜTZ Australia received no reports of actual or suspected modern slavery or forced labour within its operations or supply chains.

4. Evaluating Effectiveness

SCHÜTZ Australia will continue to review the effectiveness of its processes and identify areas where further improvements can be made.

This includes continuing to review supply chain risks, assessing supplier compliance where required, and promoting employee awareness regarding ethical conduct and modern slavery obligations.

5. Consultation Process

SCHÜTZ Australia does not own or control any entities and therefore no consultation process with owned or controlled entities was required for the purposes of this Statement.

6. Other Relevant Information

SCHÜTZ Australia is not aware of any incidents of modern slavery within its operations or supply chains during the 2025 reporting period.

This Statement has been approved by the Board of SCHÜTZ Australia Pty Ltd in accordance with the Modern Slavery Act 2018 (Cth).



Director
SCHÜTZ Australia Pty Ltd

Date: 30 / 06 / 2026