



Modern Slavery Statement

Financial Year Ending
31 December 2022

Acknowledgement of Country

Magotteaux Australia would like to acknowledge the Traditional Custodians of the land on which we gather and conduct our business. We pay our respects to the Elders past, present, and emerging, and recognize their enduring connection to this land.

We acknowledge that this land holds deep cultural and spiritual significance for the Indigenous peoples who have cared for it for thousands of years. We recognize the strength, resilience, and wisdom of Aboriginal and Torres Strait Islander communities, and the valuable contributions they make to our society.

We also acknowledge the ongoing injustices faced by Indigenous peoples and the need for reconciliation and healing. We are committed to working towards a future that embraces equality, respect, and understanding for all.

As we conduct our activities on this land, we commit ourselves to learning from and working in partnership with Aboriginal and Torres Strait Islander peoples, respecting their knowledge, traditions, and aspirations. We strive to ensure that our actions demonstrate our genuine commitment to reconciliation and contribute to building a more inclusive and equitable society.

Acknowledging the Traditional Custodians is not only a gesture of respect, but a step towards acknowledging the true history of this land and fostering meaningful relationships based on mutual understanding and collaboration



Contents

Message from the Board	Page 4
Introduction	Page 5
Magotteaux UN Sustainable Goals' Focus	Page 6
Our Commitment	Page 7
About Magotteaux	Page 8
Magotteaux Global Footprint	Page 9
Magotteaux Australia Structure	Page 10
Magotteaux Culture	Page 11
Magotteaux.....	Page 12
Governance.....	Page 13
Magotteaux Policies	Page 15
Magotteaux Australia Key Actions	Page 16
Magotteaux Australia Supply Chain Structure	Page 17
Due Diligence	Page 18
Risk Identification and Assessment	Page 19
Conclusion of Risk Assessment	Page 20
Assessing Effectiveness & Future Actions	Page 21
Looking Forward	Page 22
Board Signature	Page 23
Mandatory Criteria	Page 23

Message from the Board

On behalf of the Board of Directors of Magotteaux Australia, we are pleased to present our second Modern Slavery Statement. This statement outlines our continued efforts to address and combat the risk of modern slavery within our business operations and supply chains, in accordance with the Modern Slavery Act 2018.

Sadly, modern slavery remains a complex and global issue that leaves a lasting impact. As a global company, we have a crucial role to play in helping to address and prevent modern slavery. At Magotteaux, we are committed to eliminating any potential for such practices in our operations and supply chain, recognizing the significance of this undertaking.

Internally, we are continuing to strengthen how we assess risks and collect, measure and evaluate the impacts of our actions. Over the past year, we have diligently aligned our Sustainability Policy, Standards, and Principles with the United Nations' Sustainable Development goals, as well as the UN Guiding Principles on Business and Human Rights. These combined efforts demonstrates our dedication to generating economic benefits in a socially responsible manner, as it lies at the very core of our values and how we conduct our business.

While our journey continues, we acknowledge that as a company with global supply chains, it is of critical importance that we remain vigilant in understanding our supply chain and address any potential risks.

Moving forward, we will continuously strive to improve our practices and ensure that we remain vigilant in safeguarding human rights and fostering an environment of transparency and accountability.

This statement is an important opportunity to reflect on our efforts to uphold human rights, share our progress and lessons learned, and acknowledge where challenges persist and what we can do better. Our culture of integrity remains a corner stone of our values and aligns with our long-term objectives of sustained success.



A handwritten signature in blue ink, appearing to read 'P. Viseur'.

Patrick Viseur
Board of Director
Australia



A handwritten signature in blue ink, appearing to read 'M. Adams'.

Michael Adams
Board of Director
Australia

Introduction

Magotteaux Australia is proud to present our second modern slavery statement and reaffirms our commitment to comply with the Commonwealth Modern Slavery Act 2018. This statement builds upon our first modern slavery statement that was released 30 June 2021. We recognizes that modern slavery is a global, complex issue and it remains our responsibility to address these risks within our own company and supply chain.

In this statement, we outline the measures that we have taken in 2022 to assess the risks of modern slavery in our operations and supply chain as well as the strategies that have been implemented to mitigate these risks. It builds upon our Sustainability principles of social development and demonstrates our organization's dedication to ongoing improvement.

Eliminating modern slavery takes diligence and commitment to not only understand the risks in our local operations but across our international assets and ventures.

Together with our supply chain partners, government entities and community stakeholders, we remain committed to ethical conduct and adherence to global laws and conventions that aim to safeguard and uphold human rights.

This statement was approved by Magotteaux Australia's Board of Directors on and will be reviewed and updated on an annual basis.

Key Highlights

No incidents of modern slavery were identified In our Tier 1 Suppliers

81%
Magotteaux Australia suppliers assessed

Implementation Of Human Rights Policy

100%
Australian Team completed Modern Slavery Training

Magotteaux UN Sustainable Goals' Focus

At Magotteaux, we are committed to upholding the UN Sustainable Development goals with specific focus on the following principles, which align with our efforts to combat modern slavery.



We prioritize the health and well-being of all individuals within our operations and supply chains. We recognize that modern slavery can have severe physical and mental health consequences for victims. Our commitment to combating modern slavery includes providing a safe and healthy work environment, access to healthcare and support services, and promoting overall well-being for our workers and suppliers' workers



We are dedicated to upholding and promoting gender equality within our operations and supply chains. We recognize that modern slavery disproportionately affects women and girls. Our initiatives aim to address gender-based exploitation, promote women's empowerment, and ensure equal opportunities and treatment for all individuals involved in our business activities.



We prioritize the promotion of decent work and economic growth within our operations and supply chains. Our commitment to combatting modern slavery includes providing fair and safe working conditions, fair wages, and opportunities for professional growth and development. By ensuring decent work, we contribute to the overall well-being and livelihoods of workers involved in our business activities.



As part of our efforts to combat modern slavery, we actively engage in responsible sourcing and procurement, ensuring that our suppliers adhere to ethical standards and do not engage in exploitative practices. We promote transparency, traceability, and sustainable practices to minimize the risk of modern slavery in our supply chains.



We recognize the importance of addressing climate change and its impacts. Integrating climate action measures into our operations helps create a sustainable ecosystem. By adopting environmental responsible practices, we aim to foster transparency and accountability. Climate action initiatives often involve collaboration and information sharing, creating networks that could uncover instances of modern slavery. By promoting these practices, reducing greenhouse gas emissions, and adopting environmentally responsible policies, we contribute to mitigating climate change and creating a more sustainable future.

Overall, these principles work synergistically to create a comprehensive framework for the ultimate goal of eradication of modern slavery. By addressing root causes, vulnerabilities, and consequences associated with modern slavery, we reinforce our culture of respect, equality and sustainability.

Incorporation of these principles into our modern slavery journey is essential and is combined with specific actions such as; risk assessments, engagement with suppliers, training of employees and establishing clear policies and procedures to ensure effective implementation.

Our Commitment

- Ensure the risk of modern slavery practices within Magotteaux's business operations is understood and addressed in accordance with internationally recognised principles and the Modern Slavery Act 2018 (Act).
- Eliminate the potential for modern slavery practices in our operations and supply chain.
- Continued implementation and global roll out of the Supplier Ethical Data Exchange (Sedex) platform.
- Continue with our action plan and next steps for Magotteaux to achieve its goals to address the risk of modern slavery in our operations and supply chain.
- Ensure transparency with our employees, clients, suppliers and stakeholders regarding the progress to date, along with our commitment and intent.
- Measure the effectiveness of the current approach taken to address the risks associated with modern slavery.
- Give the necessary training to ensure the evolution of competencies required for the Magotteaux Group's sustainable growth and performance
- Promote innovations, encouraging the generation of ideas and value the contributions of employees as a pillar of future growth
- Enable teams and empower individuals to reach their full potential and succeed



About Magotteaux

Magotteaux serves customers worldwide. Leveraging our global market footprint, we cover more than 150 countries through our sales network.

Magotteaux's is the world leader in process optimization solutions for abrasive and impact applications in mining, cement, aggregates, quarrying and power stations.

Starting with a cross-section insight of our customers' value chain, combining expert advice, services and resources, products, equipment and systems, Magotteaux uses all relevant tools to help customers optimize their operations, recover more valuable minerals, and deliver their final products or services at the best total cost of ownership with minimal environmental impact.

Magotteaux employs more than 3,000 talented individuals and has a market footprint of above 1,000,000 tons of grinding media and castings through its specialized production units, sales offices and technical centers worldwide.

Our team of 200+ technical and sales experts located close to your operations helps you choose the perfect solution for your applications.

Magotteaux is part of Sigdo Koppers, listed in Santiago, Chile.

Magotteaux International S.A is head quartered in Liège Belgium and has multiple business and manufacturing operations across the world.

22 Production Units

- \ 4 in EU: Belgium (2), France, Spain
- \ 4 in SAM: Chili (2), Brazil (2)
- \ 4 in NAM: Canada, USA (2), Mexico
- \ 6 in APAC: India, Thailand (4), China
- \ 2 South Africa (incl. 1 JV)
- \ 2 JVs in China

Each region operates with a degree of autonomy, but with shared resources and common senior leadership structures to ensure consistency in functionality and coordination of activities.

Magotteaux Global Footprint

+150

Countries covered through our sales network



+3,000

Employees around the world*

* As of December 2020



+700

Tons of products capacity



+100

Years of innovation experience

Magotteaux Australia Structure

Magotteaux Australia Pty Ltd (ACN: 005 713 301) is an Australian registered company and is a wholly owned subsidiary of Magotteaux International S.A. and forms part of the Magotteaux global group. For the 2022 financial year, Magotteaux Australia Pty Ltd had a consolidated revenue that renders it as a reporting entity under Article 14 of the Modern Slavery Act.

The Australian office currently employs 26 staff. Magotteaux Australia's core business function in the global group is sales and distribution of Magotteaux products, manufactured in one of our production plants globally.

Magotteaux Australia operates in the Wholesalers Industry and provides optimisation solutions for abrasive and impact applications in a wide variety of industries including:

Magotteaux Australia has five main business streams namely:

- \\ Mining – grinding products made from various alloys and materials as well as technical services for milling efficiency.
- \\ Cement – grinding products, technical services for milling efficiency.
- \\ Aggregates – crushing wear parts and process expertise for the high wear, high impact industry.
- \\ Recycling – designs and manufacturing of equipment parts and services for the recycling industry.
- \\ Power Stations - grinding products made from various alloys and materials as well as technical services for milling efficiency.



Magotteaux Culture

Our Magotteaux culture is centred around several key principles that guide the company's operations, behaviours, and relationships

Customer Focus: Magotteaux places a strong emphasis on understanding and meeting the needs of its customers. The company strives to build long-term partnerships by providing innovative solutions, excellent service, and continuous support.

Excellence and Innovation: Magotteaux is committed to delivering high-quality products and services that exceed industry standards. The company fosters a culture of innovation, encouraging its employees to think creatively, explore new ideas, and develop cutting-edge technologies.

Teamwork and Collaboration: Collaboration is key to Magotteaux's success. The company promotes a collaborative work environment, encouraging employees to work together, share knowledge and expertise, and support one another to achieve common goals.

Accountability and Responsibility: Magotteaux promotes a culture of accountability, where employees take ownership of their work, actions, and decisions. The company values integrity, ethical conduct, and responsible business practices at all levels.

Continuous Learning and Development: Magotteaux recognizes the importance of ongoing learning and development. The company invests in its employees' growth, providing training opportunities, mentoring, and career advancement prospects to foster personal and professional development.

Safety and Well-being: Magotteaux prioritizes the safety and well-being of its employees, contractors, and stakeholders. The company is dedicated to maintaining a safe work environment, adhering to strict safety protocols, and promoting a culture of health and well-being.

Environmental Responsibility: Magotteaux acknowledges its responsibility towards the environment and strives to minimize its ecological footprint. The company integrates sustainable practices, promotes resource efficiency, and actively seeks environmentally friendly solutions.

Diversity and Inclusion: Magotteaux values diversity and inclusion in its workforce. The company respects and appreciates the unique contributions of individuals from diverse backgrounds, fostering an inclusive culture that promotes equality, respect, and fairness

Magotteaux Governance

Magotteaux recognises corporate governance must be related to the foundational business operation of the entire enterprise and is closely related to the corporate culture. Magotteaux Australia is committed to constructive corporate governance practices which comply with the standards, legislative obligations and community expectations to ensure a responsible business model for future generations.

Magotteaux Australia Modern Slavery Governance Structure

Chief Marketing and Sales Officer is responsible for overseeing all strategies that fall within the day to day operations of Magotteaux including human rights and labour conditions

The Board of Directors is the principal governance and oversight body within Magotteaux Australia. The Board's responsibilities are to govern, guide and direct the company towards the achievement of Magotteaux Australia's role and objectives in the interests of our employees, our shareholders and our community. It's purpose, to demonstrate leadership and a culture of integrity.

Magotteaux's Group Sustainability Manager oversees the implementation of the Company's operational and strategic plans regarding modern slavery and sustainability initiatives. Accordingly, the Group Sustainability Manager has reviewed and contributed to the approach taken by the Company to assess and address the risk of modern slavery practices within Magotteaux's operations.

Magotteaux Australasia Management Team. The management team endeavours to create and sustain a corporate culture of integrity across the Company. Operational leadership is represented by the General Manager(GM) and Head of Sales based in Perth

Procurement and Supply Department. These teams are involved in implementation and screening of current and new suppliers with regards to modern slavery and effective policies and relevant certification.

ESG Officers Responsible for the day-to-day management and implementation of local modern slavery objectives.

Magotteaux Policies

As a responsible corporation we are committed to operating in accordance with the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs) and other internationally accepted standards;

We understand that policies that support the human rights, freedom and the health and wellbeing of our employees, promote ethical business. We embed our commitment into these policies and statements, which are instrumental in managing our approach to modern slavery risk:

In 2022, a formal human rights policy was developed. Underpinning the policy will be a SMETA audit to ensure maximum compliance within our own business. This will help us to continue strengthening our human rights risk management approach and inform how we report on human rights.

Our people policies which are designed to provide equal opportunities and create an inclusive culture, in line with our values and in support of our long-term success.

All Magotteaux Australia staff have a signed contract that comply with relevant legislation regarding Awards, Employment contract and the National Employment Standards.

Policy	Purpose
<u>Magotteaux Code of Ethics</u>	Outlines the Purpose, Values and Mindset that govern our way of working across our business. We strive to maintain the highest standards of employee and business conduct through ethical behaviour.
<u>Magotteaux Human Rights Policy</u>	Outlines our commitment to upholding and promoting human rights principles in our operations, interactions and decisions.
<u>Magotteaux Australia Modern Slavery Policy</u>	Sets out Magotteaux Australia's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.
<u>Magotteaux Australia Supplier Code of Conduct</u>	Ensures our commitment that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
<u>Magotteaux Australia Recruitment Policy</u>	Provides clear guidelines and practices that ensure ethical recruitment, mitigate the risk of engaging in modern slavery, and promote transparency, fairness, and inclusivity.
<u>Magotteaux Australia Sustainability Policy</u>	Outlines our commitment and approach to addressing environmental, social and economic sustainability issues to drive positive change.

Magotteaux Policies

Raising concerns

Magotteaux understands that one of the most effective ways to identify Modern slavery both within our operations and supply chain is having accessible reporting mechanisms where breaches of human right can be reported. The ability to do so anonymously if desired, with the protections available and the transparency of the investigation process contribute to this being a trusted channel for disclosures.

Magotteaux Whistleblowing Policy confirms our commitment to maintaining an open culture with the highest standards of honesty and accountability, where Colleagues and Third Parties can report legitimate concerns in confidence, and we welcome the voicing of genuine and serious concerns about actual or alleged malpractice and wrongdoing.

Whistleblowing relates to concerns which fall into the wider public interest, such as a breach of our policies and procedures, breaches of law and regulation, and behaviour that harms or is likely to harm the reputation or financial well-being of Magotteaux Australia.

The program is communicated internally via email and is promoted in the mandatory Modern Slavery Training.

There are a number of ways to report a concern:

- Via the Concern button at <https://www.magotteaux.com/en/report-a-concern/>
- Email
- Direct Manager

When a grievance is raised and substantiated through the investigation, we aim to remediate any impacts we may have caused or contributed to.

In 2022 there were no incidents related to modern slavery or human trafficking concerns were raised through our Report Concern channels to date.

Training and Awareness

Magotteaux is committed to increasing awareness and building the capability for all employees and suppliers to recognize Modern slavery and other breaches of human rights.

We understand that it is through increasing awareness, understanding how modern slavery might present and will be able to identify breaches of human rights and know what to do about it.

The training includes what modern slavery is, how we identify it, how it is relevant to Magotteaux and what we are doing about it. At the end of 2022, a 100% of Magotteaux Australia's full time employees had completed the training.

Magotteaux Australia Key Actions

Risk Assessment

Thorough review of our direct and indirect supply chain via our Assessment Questionnaire



Due Diligence

Improved processes to better assess feedback from supply chain questionnaires and putting key learnings in action.



Collaborative Efforts

Discussions with several key customers and suppliers to help develop good practice building, training and support tools.



Onboarding Strengthened

Additional modern slavery checks with onboarding.



Stronger Reporting and Education

Modern slavery risk reporting embedded into our website and further training of staff and suppliers.



External Sources and Guidance

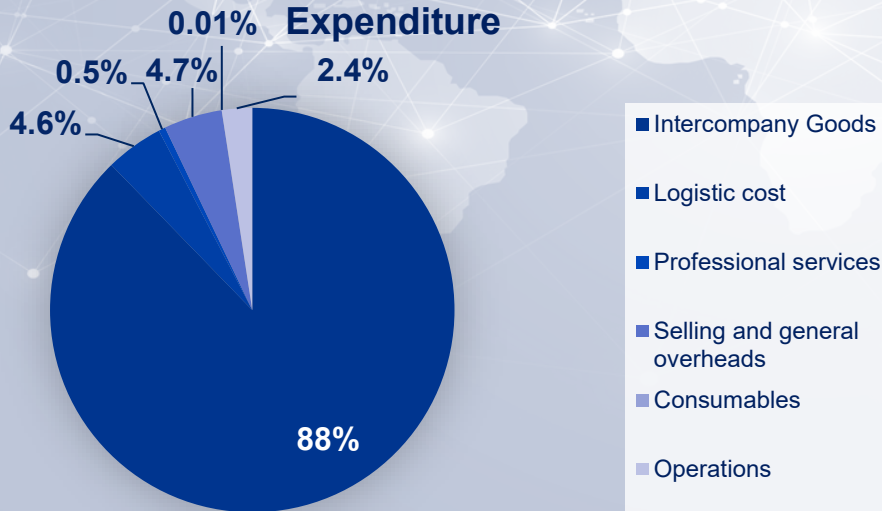
Continued research and guidance efforts with our ethical trade platform partner to better inform our own processes



Magotteaux Australia Supply Chain Structure

Magotteaux Australia procures its products from multiple Magotteaux plants. The plants in Thailand, China, Portugal, and Belgium act as the primary sources for the products that are supplied to Australia. These plants manufacture and produce a range of specialized equipment and components.

It is important to note that 88% of our capital expense within Magotteaux Australia is intercompany purchases. However, for the purpose of The Act and Statement these entities are assessed as part of the due diligence in evaluation and monitoring of our supply chain.



Operations	Key expenditure breakdown
Intercompany Goods Consumed	<ul style="list-style-type: none"> Intercompany purchases from within the Magotteaux corporate group
Logistic Cost	<ul style="list-style-type: none"> Product is transported via sea transport to local port dependent on geographic location. Product is transported via domestic providers through either rail or road transport to client.
Professional Services	<ul style="list-style-type: none"> Employee Awards and Remuneration Laboratory testing Auditors Banking Insurance
Selling and General Costs	<ul style="list-style-type: none"> Business administration services Cleaning and waste management Utilities IT equipment and support Travel expenses e.g. hotel, flights and car rental Repairs and maintenance
Consumables and PPE	<ul style="list-style-type: none"> Parts All process consumables Reagents Gas suppliers Industrial fittings PPE

Due Diligence

Our risk assessments take various factors into account. These included external country-level human rights risk indicators using our online Ethical trade platform, Sedex.

Internal Risk

Magotteaux Australia procures its products from multiple Magotteaux plants. The plants act as the primary sources for the products that are supplied within Australia.

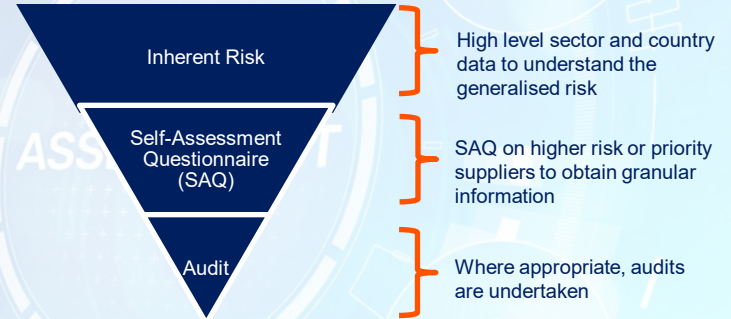
88% of our capital expense within Magotteaux Australia is intercompany purchases. Magotteaux Australia has taken the steps of assessing our own plants. However for the purpose of The Act and Statement these entities are assessed as part of the due diligence in evaluation and monitoring of our supply chain.



The key stage of risk assessment through Sedex Radar

Supply Chain Risk

Our program does a comprehensive risk assessment of our suppliers by conducting a review of the countries they operate in, and assessing the nature of the goods or services they provide.



Magotteaux conducts these risk reviews on an annual basis, taking into account industry trends, commodity-specific risks, supplier profiles, geographical factors, and specific risk issues.

By utilizing a comprehensive approach to risk assessment, we ensure a thorough evaluation of potential modern slavery risks within our supply chains. This allows us to adapt and refine our risk management strategies to proactively address evolving challenges and safeguard against exploitation.

Risk Identification and Assessment

Based on the country/region and activity information, an overall risk rating of 3.7 was obtained. This takes the inherent labour, health and safety and business ethics into account.

The supply world map shows the countries that Magotteaux Australia sources products and services from.

We acknowledge that our business activities, including our operations and our supply chain could cause, contribute, or be directly linked to Modern Slavery.

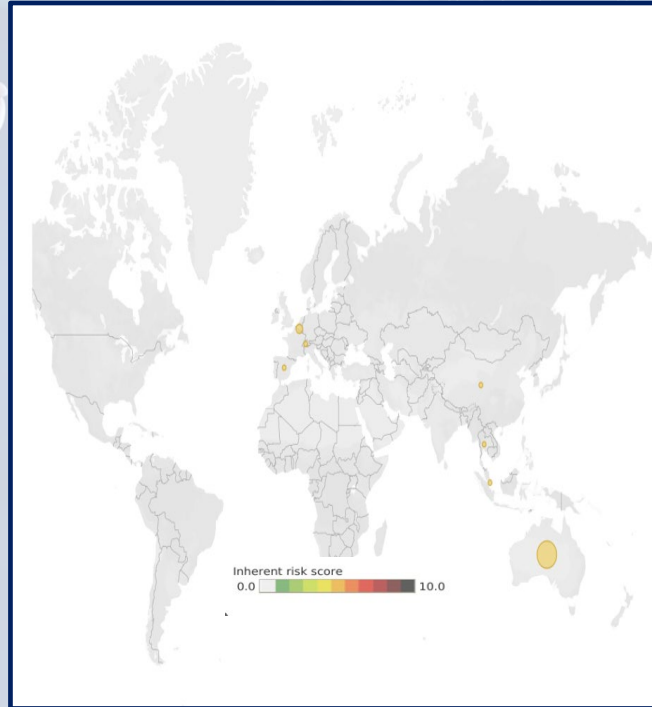
Despite the inherent risk of modern slavery existing in our operations being low, we have control mechanisms in place to mitigate potential risk and ensure Magotteaux is a fair, safe and inclusive place to work.

100% of Tier 1 Suppliers assessed

100% Tier 1 suppliers signed the Supply Code of conduct

3.7 Overall Risk Score

80% Response rate regarding SAQ



Magotteaux Supply Chain Map

Forced Labour	4.0
Freedom of association	4.3
Health, safety & Hygiene	3.7
Children and young workers	2.6
Regular employment	3.5
Wages	3.1
Working hours	4.2
Discrimination	3.8
Gender	3.1
Business ethics	3.3
Overall inherent risk	3.7

Labour Standards	Health Safety	Business Ethics
3.6	3.7	3.3

Risk Score Ratings*

*Based on the 4 pillars of SMETA

Conclusion of Risk Assessment

Direct Operations

Magotteaux Australia conducted a thorough modern slavery risk assessment and due diligence process within our own operations in 2022. We are pleased to report that no actual instances or allegations of modern slavery were identified within Magotteaux. The risk assessment conducted by Magotteaux Australia determined that the level of modern slavery risk in our direct operations is low. This conclusion is based on several key factors:

- \ Robust Employment Standards: The industry's minimum employment standards in Australia provide strong safeguards against modern slavery practices, ensuring comprehensive protection for workers.
- \ Stringent Hiring Practices: Most of our employees are directly hired for skilled positions that require prior experience. We conduct extensive background checks during the hiring process to ensure the integrity of our workforce.
- \ Ethical Code of Conduct: Our Code of Ethics outlines expected workplace behaviours and serves as a guide for our employees. Additionally, our company values are an integral part of our MagAcademy training module, reinforcing our commitment to ethical conduct.
- \ Compliance with Eligibility Criteria: Our recruitment process includes thorough checks to verify both age and eligibility to work, ensuring compliance with all necessary requirements for employment

Moving forward, Magotteaux Australia remains dedicated to ensuring the safety and well-being of our personnel, fostering social accountability among our stakeholders, minimizing our environmental impact, and delivering high-quality products, solutions, and services to our customers.

Supply Chain

Through the Self-assessment questionnaire it has been determined that 15% of suppliers does not have sufficient modern slavery policies in place. Formal engagement with these high-risk suppliers through discussion and collaboration was undertaken, as well as the implementation of a corrective action plan.

The corrective plan will be reviewed with each supplier in 2023. A SMETA audit has been scheduled for these suppliers and will be completed in 2023.

The key conclusion of the analysis of our Tier 1 supply chain was that the majority of key suppliers remains a moderate risk because of the inherent risk factors. This is however mitigated but due to the fact that they possess one or a combination of the following features:

- \ Majority of products are intercompany purchases and operate under the global company ethics and regulation.
- \ All joint ventures are audited through various ISO standards.
- \ They are located and operate within Australia with no or minimal foreign connection.
- \ In the case of the procurement of other products and services not through intercompany purchases, all of our suppliers are either Australian based or, most of whom have been required to comply with modern slavery laws in other jurisdictions for a number of years.

Notwithstanding the above, Magotteaux Australia acknowledges that all products and services carry some risk of modern slavery in their supply chains and that Magotteaux should remain vigilant in our risk assessments and supplier engagement.

Assessing Effectiveness & Future Actions

Assessing Effectiveness

Magotteaux Australia has updated our Supply Code of Conduct (SCC) that requires suppliers to declare that they are in compliance with anti-slavery laws.

The Procurement Terms at Corporate level has been updated to include a modern slavery clause.

Magotteaux Corporate will launch a project in 2023 to target 80% of spend to cover mainly raw materials and consumables to incorporate modern slavery into the Supplier Onboarding Process as well as the Supplier Performance Evaluation. This project is targeted to be completed 31 December 2023

Engagement and monitoring of high-risk suppliers through discussion as well as the implementation of a corrective action plan. Where suppliers repeatedly fail to engage or enter in dialogue with the Group, further sanctions will be applied to the relationship including termination of contract.

The foundational work provided a base whereby Magotteaux could assess the initial data collected, due diligence performed and evaluate actions taken, that paved the way for enhanced monitoring and reporting of suppliers in 2022.

Our approach to measuring the effectiveness on how we assess and manage modern slavery related issues will continue to evolve. The process of re-evaluation is more important than ever, with the continuing high inflation rates globally as well as critical skill shortages are factors that are likely to increase the risk of modern slavery in some industries.

We will continue to build on our efforts of assessing and monitoring of our supply chain and will take deliberate, clearly defined KPI's and targeted action for continuous improvement in our goal to address modern slavery risks in our supply chain.

In conclusion, Magotteaux Australia conducted a comprehensive modern slavery risk assessment, encompassing our own plant operations, joint ventures, and Tier 1 suppliers. We implemented a Supplier Assessment Questionnaire (SAQ) to gather crucial information and insights. We are pleased to report an 80% response rate from suppliers regarding the SAQ, demonstrating a positive engagement and commitment to addressing modern slavery risks.

The assessment process has provided valuable insights into the potential risks of modern slavery within our operations and supply chains. It has enabled us to identify areas of strength, assess vulnerabilities, and implement targeted measures to mitigate those risks effectively. By engaging our suppliers and conducting this assessment, we have taken significant steps towards ensuring transparency, accountability, and responsible practices in our business operations.

Magotteaux Australia remains committed to the eradication of modern slavery and the protection of human rights. We recognize that this journey requires continuous vigilance and proactive measures. Moving forward, we will continue to monitor and refine our risk assessment processes, strengthen our partnerships with suppliers, and collaborate with stakeholders to enhance our collective efforts in eradicating modern slavery.

Through these actions, we are confident that Magotteaux Australia will further fortify its position as a responsible and ethical organization, setting a positive example within the industry. Together, we can create a business environment that upholds human rights, fosters transparency, and drives positive change in the fight against modern slavery



Looking Forward

Magotteaux Australia is committed to taking clearly defined and targeted action in each reporting period to maintain continuous improvement in its goal to address modern slavery risks in its supply chains and operations. The table below sets out the phases that Magotteaux Australia has undertaken to date and will continue to grow and evaluate our journey in the coming years.

Stage	Year of Implementation	Actions
Foundation Completed	2021 – 2022	<ul style="list-style-type: none"> • The First Statement was aimed at establishing our framework for action to address modern slavery risks. • The First Statement included a targeted analysis of a small group of key suppliers aimed at developing a better understanding of our modern slavery risks. This helped inform the appropriate basis for future action to address modern slavery risks. • Magotteaux Australia commenced the process of establishing a culture of awareness and understanding of modern slavery risks through training and awareness-raising activities, along with introducing modern slavery considerations into procurement activities. • Development and adoption of a Global Supply Chain Integrity Policy that clearly defines our responsible sourcing principles and the values we expect our suppliers to hold. This policy will adopt the Ethical Trading Initiative Base Code (ETI Base Code) • Development and Implementation of a global Human Rights Policy based on the UN Global Compact and the UN Guiding Principles on Business and Human Rights to align our Global Sustainability Goals within our Company.
Discovery	2022 - 2023	<ul style="list-style-type: none"> • In 2022 Magotteaux Australia has shifted its focus to increasing our visibility, awareness, and further understanding of modern slavery risks in a targeted manner. • A wider group analysis of key suppliers through Self-assessment questionnaires was completed. • Reiterate and expansion of our culture of awareness and understanding of modern slavery risks. • In 2023 we will undertake further work to improve its understanding of risks beyond its group of 'Tier One' suppliers.
Implementation	2023 - 2024	<ul style="list-style-type: none"> • Global supply chain mapping and risk assessments to be undertaken and mitigation strategies and targeted action with suppliers that are considered to be high risk. • Increased supplier engagement and due diligence. • Social compliance audits through SMETA within our operations as well as possible high risk suppliers in our supply chain. • Continuous communication with regards to our ethical supply chain standards, commitments and expectations to all prospective and existing suppliers through our sourcing, contracting and market engagement activities and through our Tender platform.
Review	2022 - 2025	<ul style="list-style-type: none"> • Consistently review policies and process throughout our journey to assess effectiveness and ensure that our actions align with our Sustainability goals. • At the end of the first 5 year cycle, Magotteaux Australia will consider the overall effectiveness of its approach to addressing modern slavery risks and commence planning for the next cycle.

Board Signature

Consultation

In compiling and finalising this statement, we have engaged closely with:

- \ Our Australian Leadership Team as a wholly-owned subsidiary of Magotteaux International S.A.
- \ Members of our global Sustainability, Sales and marketing, Finance and Legal departments.
- \ Members of the Board of Directors.

Magotteaux Australia will continue to consult on a Global scale to identify modern slavery risks.

Principle Governing Body Approval

This statement has been approved by Magotteaux's Board of Directors on June 29, 2023 and has been signed on its behalf by the Magotteaux Board of Directors as the principle governing body of Magotteaux Australia Pty Ltd.



Michael Adams
Director Australia



Patrick Viseur
Director Australia



MAGOTTEAUX

Mandatory Criteria

MODERN SLAVERY ACT REQUIREMENT	Magotteaux Statement
Identify the reporting entity	Magotteaux Australia Structure
Describe the structure, operations and supply chains of the reporting entity	Magotteaux Structure & Operations
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Modern slavery risk assessment
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to address those risks, including due diligence and remediation processes	Conclusion of assessment
Describe how the reporting entity assess the effectiveness of such actions	Assessing the effectiveness of risk assessment
Describe the process of consultation with other entities in the Magotteaux Global Group. Magotteaux Australia does not own or control any other entities	Process of Consultation
Provide any other information that the reporting entity or the entity giving the statement considers relevant	Our Commitment Looking Forward



Magotteaux Australia Pty Ltd

© Magotteaux – June 2023

The information and data in this presentation sheet are accurate to the best of our knowledge. They are intended for general information only. Applications as suggested are described only to help readers make their own assessment. They are neither guarantees nor to be construed as express or implied warranties of suitability for these or other applications.