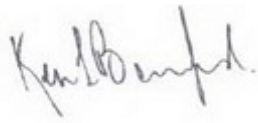


Labelmakers Group Annual Declaration Statement of Compliance to Modern Slavery and Social Responsibility

We declare that the following statement (report) is accurate and prepared in good faith and approved by the Board of Directors on February, 2024, for Labelmakers Group Pty Ltd. 2023 Statement of Compliance to Prevention of Modern Slavery and Social Workplace Accountability.



Kevin Bamford

Chairman of the Board



Adam Bamford

Managing Director

Labelmakers Group Pty Ltd. - ABN / ACN: 45 639 339 793 / 612 983 329

Summary Report (2023)

The Labelmakers Group of Companies have monitored our direct labour recruitment, deployment, utilization, and remuneration practices in Australia, including in New Zealand, and found to be in full compliance with local and international labour laws and prevention of modern slavery as per the Australia Modern Slavery Act 2018.

Labelmakers continued to source its specialised materials and services from reputable international and local businesses where they have their own monitoring and compliance practices to international labour laws. In 2023 Labelmakers Group of Companies have achieved the following in accordance with its Prevention of Modern Slavery policy:

- Maintained its supplier's electronic file register / digital data storage system on the company's SharePoint system and up to date.
- Suppliers are approved after completing their Self-Assessment Questionnaire (SAQ) and meeting our specified policy requirements. The reports are registered on the data storage system (Attachment 2 – the template).
- The supplier status report is automatically generated every Monday morning to ensure that the program is constantly visible and up to date.

Throughout 2023, all our suppliers were contacted and requested to maintain their reporting structure to remain as an Approved Supplier including auditing, completing the SAQ, if membered to SEDEX and / or make the Modern Slavery Declaration Statement as attached.

We had 4% of suppliers who did not complete the Approval Program Requirements in due date but had done it in previous years and were contacted to keep up to date with on-timely submission of their reports.

Still there was 1% of suppliers who refused to complete SAQs but all have supplied the required Modern Slavery Declaration (attachment 1).

The Group have continued to maintain membership to Sedex the world's leading ethical trade membership organisation and anti-slavery practices, and completed the SMETA audits at HO and VIP divisions in September 2023 and passed the certification and compliance requirements. Our Rapid Labels at 1/25 Stud Road, Bayswater VIC is due for 4 pillar SMETA audit this month. Also, during this reporting period, the company's OHS, environmental and ethical practices were audited as part of the British Retail Consortium - BRC accreditation.

The Company

Labelmakers Group design, print and manufacture self-adhesive labels, shrink sleeves, other forms of labels and cartons for the major food, grocery, beverage and home care companies in Australia and New Zealand.

The Company believes that sustainability starts with our value system and a principles-based approach to doing business. By incorporating the Principles of the UN Global Compact and the Commonwealth of Australia Modern Slavery Act 2018 into our strategies, policies, and procedures, we are committed to ensure compliance with the labour rights standards, legislation and statutory requirements in our supply chain processes and to act ethically upholding our basic responsibilities to people and planet and setting the stage for long-term success.

Labelmakers support and respect the protection of internationally proclaimed human rights and prohibit all forms of forced child and compulsory labour.

We seek to engage with suppliers who are in accord and share our core values. Suppliers must agree to Labelmakers Group Ethical Standard of Business and Responsible Sourcing policy and be in compliant. We evaluate and monitor suppliers' operations over a number of areas and require of them to cooperate and provide records for compliance.

Law abiding community member

In accordance with its "Group Business Governance Policy" the Company will remain a law-abiding organisation, promoting compliance to local and international laws, responsible for its actions and omissions, reporting any potential risk or harm to people or the community to the relevant authorities, and implementing the necessary corrective actions as may be required.

Labelmakers Companies Mandatory Reporting and Declaration

During the reporting period of this statement, we have actively engaged, consulted with, and monitored the entities we own or control in the development of this statement, including:

- Labelmakers Group Pty Ltd – Head Office 55 Austrak Drive Somerton Victoria 3062 - Australia
- Labelmakers Group Pty Ltd – VIP Division 64 Freight Drive Somerton Victoria 3062 – Australia
- Labelmakers Flexibles and Linerless Pty Ltd – 33 Railway Road North Mulgrave NSW 2756 – Australia
- Labelmakers WA Pty Ltd - 71 Paramount Drive Wangara WA 6065 - Australia
- Labelmakers Group Pty Ltd – NSW Division Unit 3 & 4, 1B Redbank Rd, Northmead – NSW 2152 – Australia
- Rapid Labels Pty Ltd - 1/25 Stud Road, Bayswater VIC 3153

We have provided training and distributed our policy for ethical sourcing and prevention of Modern Slavery to all divisions and as per the Modern Slavery Act 2018 reporting requirements.

Additional background information

The Company has continued in maintaining its compliance to its business and ethical policies and practices – including:

- Company's Supplier Approval Process and Ethical Standard of Business and Responsible Sourcing policy.

- Labelmakers Group of Companies Sourcing Structure.
- The statement of commitment to Anti Modern Slavery Practices.
- Labelmakers Group Business Governance Policy.
- Detailed Suppliers' Compliance and Risk Assessment and Rating systems.

I declare on behalf of _____

(Insert full legal name of entity) **Supplier Name/s**

ABN/S

(Insert ABN/S) _____

That:

1. I have read the Labelmakers Group SCM - 001GP Ethical Standard of Business and Responsible Sourcing and have understood the obligations we or our sub-contractors have.
2. I acknowledge that Labelmakers Group are committed to ethical, legal, and socially responsible practices.
3. I acknowledge that Labelmakers Group are relying on the statements I make in this declaration for the purposes of:
 - a. Labelmakers Group complying with its own legal obligations under modern slavery laws and Labelmakers Group's annual lodgement of Modern Slavery Statement to the Commonwealth Government of Australia; and
 - b. Ensuring our Supply Chain are committed to complying with the labour rights standards, legislation and statutory requirements in the countries in which they are operating in.

Name: _____

Position: _____

Signature: _____

Date: _____

Responsible Sourcing: Self-Assessment Questionnaire (SAQ)		Labelmakers Official Use
(Document No: SCM – 001GPF01)		
Supplier details		
1.	Supplier company name:	
2.	Describe goods and services provided:	
3.	Company website address:	
4.	List major supplier's customers:	
Details of the supplier representative completing this SAQ		
5.	Name:	
6.	Job title:	
	Number of years with the company:	
7.	Email address:	
Business and employees' details		
8.	Business address/s from which goods and services are originated:	
9.	Number of permanent employees on the site:	
	Male _____ Females _____ Children under 18 _____ Total _____	
10.	Number of contract / temporary employees on site:	

	Male _____ Females _____ Children under 18 _____ Total _____				
11	Hours and number of shifts worked:				
	Shift 1 _____ Shift 2 _____ Shift 3 _____				
Responsible Sourcing SAQ and Audit History		YES	NO	N/A	Don't Know
12.	Has the business completed a Responsible Sourcing SAQ?				
12a.	if yes what was the date of the SAQ:				
12b.	for what purpose (i.e., requested by a customer – name of the customer):				
13.	Has the company done any responsible Sourcing / Social / Ethical Audits on the supplier to Labelmakers (i.e., SMETA, SA8000, etc.)?				
	If yes what were the dates of the Audits:				
14.	Has the company done any other 2nd party or 3 rd party audits on its site?				
	2 nd party audits (name and date):				
	3 rd party audit (name and date):				
A. Health, Safety and Environment		YES	NO	N/A	Don't Know
A1.	Does your company have a health and safety program?				
A2.	Does the company have an OHS policy? If Yes please attached copy of the policy.				
A3.	Does your company have a structure to manage the OHS program?				
	If Yes above, whom the person in charge of OHS program reports to:				
A4.	Do you currently record workplace Injury Rates?				



Responsible Sourcing: Self-Assessment Questionnaire (SAQ)

(Document No: SCM – 001GPF01)

Revision 1

Attachment 2

A5.	Have you had work-related fatalities in the past 3 years?				
A6.	Do you have an appropriate fire warning system, safety evacuation procedures, and fire-fighting equipment (including persons trained in their usage) at your facility?				
A7.	Are all employees who require standard personal protective equipment (PPE) issued with these items at no charge?				
A8.	Are all employees required to undertake a safety induction when they start working for the company?				
A9.	Do you have trained first aiders, and easy access to first-aid boxes / equipment at your facility?				
A10.	Do you undertake any written risk assessments/job risk assessments for key tasks or chemicals which may have a safety, health or environmental impact?				
A11.	Do you agree to comply with the country's OHS and Environmental control laws and regulations where you supply goods and / or services to Labelmakers?				
B. Respect Labour and Human Rights		YES	NO	N/A	Don't Know
B1.	Do you agree to meet all labour law requirements of the country where you supply goods and services to Labelmakers for your business? – Including requirements below:				
	i) freedom of association and the effective recognition of the right to collective bargaining;				
	ii) the elimination of all forms of forced, modern slavery or compulsory labour;				
	iii) the effective abolition of child labour; and				
	iv) the elimination of discrimination in respect of employment and occupation?				
C. Increased Social Responsibility		YES	NO	N/A	Don't Know
C1.	Do you assess if your suppliers source their goods and services also from a Socially Responsible organisation?				



Responsible Sourcing: Self-Assessment Questionnaire (SAQ)

(Document No: SCM – 001GPF01)

Revision 1

Attachment 2

C2	Do you have visibility of the supply chain of your suppliers?				
C3.	Do you commit to conduct recruitment, procurement, and social investment activities in a fair, inclusive and diverse manner?				
	Please attached any related policies you have in relation to questions C1 – C3:				
	D. Conduct Business Fairly and with Integrity	YES	NO	N/A	Don't Know
D1.	Do you have a process to ensure that all managers and / or people with responsibilities in your business understand policies prohibiting bribery, corruption and fraud?				
D2.	Does the company have a written code of conduct?				
D3.	Will you declare all current (and future) potential conflicts of interest when working with Labelmakers?				
D4.	Do you have controls in place to safeguard against the improper use, loss, theft, abuse, unauthorised access or disposal of customer information, assets and property?				
Declaration by person submitting this SAQ Confirmation					
	By submitting this form, you hereby declare:	Labelmakers Official Use			
	a) You are a duly authorised supplier representative;				
	b) You are permitted to complete this SAQ on behalf of the supplier company;				
	c) The information furnished herein is true, complete and correct; and				
	d) You will regularly review, and update information required by this SAQ				
	Signature:				
	Date:				