



**Normet Asia Pacific Pty Ltd**  
**(ABN 73 119 159 625)**  
**Modern Slavery Statement 2023**

**normet**  
normet.com

# NORMET AP MODERN SLAVERY STATEMENT

## 1. About Normet Asia Pacific Pty Ltd

Normet Asia Pacific Pty Ltd (**Normet AP**) is a world-leading, innovative technology company. We define the future of underground operations in mining, tunnelling, and civil engineering projects, helping our partners increase safety, sustainability, and productivity throughout the lifecycle of their projects.

Normet AP is a caring, committed, and courageous company. We establish long-term relationships with our customers and partners to find optimum solutions to challenges that will have positive impacts on people and the environment. We supply a full range of services and products that constantly deliver maximum value to our clients, providing high-performance products and services that generate a sustainable future.

Since 1962 we have developed our offerings to include a complete portfolio of mining and tunnelling solutions for the entire process chain, including processes such as concrete spraying, underground logistics, explosives charging, scaling, lifting, and installation works.

Normet AP is an Australian private company headquartered in Adelaide, South Australia, and is a wholly owned subsidiary of Normet Group Oy (**Normet Group**), which is headquartered in Finland. In total, the Normet Group employs over 1,700 dedicated professionals in more than 50 locations in 30 countries around the world, committing to long-term, mutually beneficial partnerships that create value in our industry and society as a whole.

Normet AP's registered address and principal place of business is located at 10 Ashwin Parade, Torrensville, Adelaide SA 5031, Australia.

Normet AP also has offices in Sydney (NSW), Orange (NSW), Kurri Kurri (NSW), Mount Isa (Qld), Boronia (Vic), Kalgoorlie (WA), Perth (WA), and Wangara (WA).

Normet Group exclusively carries out business in Australia through Normet AP. Normet AP does not own or control any other entities in Australia.

## 2. Modern Slavery Statement Approval

This Modern Slavery Statement (**Statement**) has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**). This Statement reports on the period 1 January 2023 to 31 December 2023 (**Reporting Period**).

This Statement was approved by the Normet AP Board in its capacity as principal governing body as defined in the Act.

### Signature of Responsible Member

This Statement was approved and signed by Mark Sinclair in their role as the Vice President, Sales Area APAC of Normet AP and who is a responsible member of Normet AP as defined by the Act, on 28/06/2024.



Mark Sinclair  
Vice President, Sales Area APAC

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## 3. Normet's Operations and Supply chain

Normet AP provides equipment, construction chemicals, rock reinforcement, and parts and services to the mining industry in Australia. Further details about where Normet AP sources this equipment and material from is set out below.

### Equipment

- Concrete Spraying
- Concrete Transportation
- Explosives Charging
- Lifting and Installations
- Scaling
- Underground Logistics
- Aliva Products
- Normet SmartDrive® Equipment Offering

### Rock Reinforcement

- Dynamic Bolts
- Self-drilling Anchors / Bolts
- Cable Bolts

### Construction Chemicals

- Sprayed Concrete Essentials
- Sprayed Concrete Application Aids
- High Performance Concrete Admixtures
- Bolt Grouts
- Water Control - Injection Materials
- Ground Engineering - Injection Materials
- TBM (Tunnel Boring Machine) Products
- Waterproofing Coating & Additives
- Readymix & Precast Admixtures
- Concrete Repair

### Parts & Services

- Field Services
- Genuine Parts
- Remanufacturing
- Upgrades and Modifications
- Rentals
- Digital Services
- Normet Training Solutions
- Service Agreements

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In the Reporting Period, Normet AP was involved in a number of projects across its Australian operations.

Project	About Project
<p>Sydney Metro West – Central Tunnelling Package (CTP)</p>	<p>The Acciona Ferrovia Joint Venture was awarded the contract to deliver 11 km of twin metro rail tunnels between The Bays and Sydney Olympic Park and excavate five new metro stations. The station excavation work includes shafts, caverns and station boxes. Two double-shield hard rock Tunnel Boring Machines (TBM's) will bore 7m diameter tunnels for this 11km section of the 24km Sydney Metro West alignment.</p> <p>Normet Asia Pacific Pty Ltd is a key partner on the project supplying shotcrete rigs, equipment servicing, training, waterproofing membranes and construction related chemical products across the project.</p>
<p>Olympic Dam</p>	<p>The BHP Olympic Dam mine is a large poly-metallic underground mine located in South Australia, 550 km NNW of Adelaide. It is the fourth largest copper deposit and the largest known single deposit of uranium in the world. Copper is the largest contributor to total revenue, accounting for approximately 70% of the mine's revenue, with the remaining 25% from uranium, and around 5% from silver and gold. Redpath Australia is a major contractor engaged to undertake underground mining related services on the project.</p> <p>Throughout the Reporting Period, Normet Asia Pacific Pty Ltd has supplied Redpath Australia with concrete spraying and logistic equipment under direct purchase and hire agreements for daily operations along with ongoing maintenance, training and supply of parts maintain the fleet on site.</p>

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In the Reporting Period, Normet AP employed just under 170 people across a variety of roles.

South Australia	Western Australia	New South Wales	Queensland & Victoria
<p><b>Adelaide</b></p> <ul style="list-style-type: none"> <li>1 Director, Controlling – BL GCCT &amp; SA APAC</li> <li>1 Finance Manager</li> <li>1 Reporting &amp; Data Analytics Manager</li> <li>1 Accounts Receivable Supervisor</li> <li>1 Junior Finance Analyst</li> <li>1 Accounts Payable Supervisor</li> <li>1 Management Accountant</li> <li>1 Assistant Accountant</li> <li>1 Accounts Payable Officer</li> <li>1 Payroll Administrator</li> <li>1 CISO</li> <li>1 Human Resources Manager, APAC</li> <li>1 Senior Talent Specialist</li> <li>1 Human Resources Advisor</li> <li>1 National Non-Inventory Controls Coordinator</li> <li>1 National Supply Chain Manager</li> <li>1 Supply Chain Coordinator</li> <li>1 Purchasing Officer / Mechanical Engineer</li> <li>1 Administration Assistant</li> <li>1 National Technical Services Manager – Trainer</li> <li>1 Documentation Engineer</li> <li>1 Production Engineer</li> <li>1 Product Specialist Manager</li> <li>1 Technical Support Officer</li> <li>1 National Operations Manager / Branch Manager</li> <li>1 Workshop Manager</li> <li>1 Workshop Supervisor</li> </ul>	<p><b>Perth</b></p> <ul style="list-style-type: none"> <li>1 Vice President, Sales Area APAC</li> <li>1 Branch Manager</li> <li>1 National HSEQ Manager</li> <li>1 Workshop Manager</li> <li>1 Workshop Supervisor</li> <li>6 Service Technicians</li> <li>3 Auto Electricians</li> <li>1 Trades Assistant</li> <li>1 National Projects Coordinator</li> <li>1 National Production Coordinator GCCT</li> <li>1 Parts Sales Supervisor</li> <li>2 Spare Parts &amp; Sales Administrators</li> <li>1 Warehouse Coordinator</li> <li>3 Storepersons</li> <li>1 Service Manufacturing Administrator</li> <li>2 Chemical Operations Coordinators</li> <li>2 Product Support Specialists</li> <li>1 Auto Electrician / Electrical Draftsperson</li> <li>1 Technical Support Officer / Trainer</li> <li>1 National Warranty Manager</li> <li>1 Business Development Manager</li> </ul> <p><b>Kalgoorlie</b></p> <ul style="list-style-type: none"> <li>1 Business Development Manager</li> <li>1 Office Manager</li> <li>1 Leading Hand</li> <li>4 Field Service Technicians</li> <li>1 Auto Electrician</li> <li>1 Service Technician</li> </ul>	<p><b>Sydney</b></p> <ul style="list-style-type: none"> <li>1 General Manager</li> <li>1 Branch Manager</li> <li>1 Workshop Manager</li> <li>1 Leading Hand</li> <li>3 Field Service Technicians</li> <li>3 Service Technicians</li> <li>1 Auto Electrician</li> <li>1 Warehouse Coordinator</li> <li>1 Warehouse Leading Hand</li> <li>2 Storeman</li> <li>1 Service Support Administrator</li> <li>1 Sales Administrator</li> <li>1 Director, Global Technical R&amp;D</li> <li>1 National Technical Manager</li> <li>1 Laboratory Technician</li> <li>2 Chemical Plant Operators</li> <li>1 Engineering Manager</li> <li>1 Technical Support Officer / Trainer &amp; Assessor</li> <li>1 National Sales Manager</li> <li>1 Product Support Specialist</li> </ul> <p><b>Kurri Kurri</b></p> <ul style="list-style-type: none"> <li>1 Branch Manager</li> <li>1 Production Manager</li> <li>1 Production and Logistics Coordinator</li> <li>1 Leading Hand</li> <li>4 Production Workers</li> </ul> <p><b>Orange</b></p> <ul style="list-style-type: none"> <li>1 Warehouse Coordinator</li> <li>1 Services Manufacturing Administrator</li> <li>1 FIFO Field Service Technician</li> <li>1 Field Service Technician</li> </ul>	<p><b>Queensland</b></p> <p><b>Mount Isa</b></p> <ul style="list-style-type: none"> <li>1 Branch Manager</li> <li>1 Leading Hand</li> <li>1 Services Manufacturing Administrator</li> <li>2 Field Service Technicians</li> <li>2 Service Technicians</li> <li>1 Storeperson</li> <li>1 Warehouse and Administration Assistant</li> </ul> <p><b>Victoria</b></p> <p><b>Melbourne</b></p> <ul style="list-style-type: none"> <li>1 Business Development Manager VIC - GCCT</li> <li>1 GCCT Specifications Manager / Waterproofing Specialist</li> <li>1 Warehouse Coordinator</li> </ul>

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South Australia	Western Australia	New South Wales	Queensland & Victoria
3 Auto Electricians 5 Service Technicians 1 Auto Electrician – Apprentice 4 Field Service Technicians 1 Project Manager 1 Service Manufacturing Administrator 1 Spare Parts Sales Coordinator 1 Parts & Sales Coordinator 1 Production Warehouse Coordinator 4 Storepersons 1 Business Development Manager – Sales Unit East 1 National Compliance Manager	<b>Wangara</b> 1 Production Manager 8 Production Workers 1 Business Development Manager - Garock 1 Production Administrator & Dispatch Officer 1 Administration Assistant		

98.12% of Normet AP’s workforce are Australian citizens or permanent tax residents, while 1.88% are visa holders with appropriate working rights. 100% of Normet AP’s workforce is above the age of 18 years. 100% of Normet AP’s workforce earn above the Australian average weekly earnings as published by the Australian Bureau of Statistics for May 2023, being \$1,838.10 gross.

In addition to its direct employees, Normet AP engages 11 subcontractors across its Australian operations. In order to assess whether there are any risks of modern slavery practices within the subcontractors engaged by Normet AP, the company’s Director HSEQ – APAC, has conducted an audit of subcontractors engaged by Normet AP, by reaching out to them personally to discuss the actions they take to manage risks of modern slavery, by checking the Modern Slavery Statements Register, and by reviewing the subcontractor’s websites.

As a result of this audit, Normet AP understands that almost all of the subcontractor companies that Normet AP engages with either have in place or are considering implementing their own Modern Slavery Statement. This is the case, notwithstanding the majority of the subcontractors are not legally required to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks. Normet AP has been informed by the subcontractors that they are committed to ensuring safe work practices across their businesses.

Normet AP’s primary business of equipment supply, rock reinforcement, construction chemicals, and parts, as listed above, are primarily supplied by Normet Group through its Global Distribution Centre (**GDC**), which is located in the Netherlands. The Normet Group’s GDC complies with the United Nations Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work by the International Labour Organization.

Of the 151 other primary suppliers to the Normet AP business, 142 or 93.1% of these suppliers are located in Australia. The other 9, or 6.9% of suppliers, are located internationally in the following locations, Seoul in South Korea, Taupo in New Zealand, Sunne in Sweden, Chennai and Bharuch in India, and Shanghai and Qingdao in China. Of those suppliers located internationally, outside of the GDC, only 4 of those suppliers have orders valued at more than \$50,000.00 per annum. Further details regarding Normet AP’s requirements of its suppliers is set out below.

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Ancillary supplies used at Normet AP, such as office supplies, uniforms, work use vehicles, IT equipment, and telecommunications, are all supplied by large Australian national businesses, many of whom report their own modern slavery statements or have them in place for when they are required to formally submit those statements. Again, Normet AP’s Director HSEQ – APAC, conducted an audit of ancillary suppliers used by Normet AP, by reaching out to them personally to discuss the actions they take to manage risks of modern slavery, by checking the Modern Slavery Statements Register, and by reviewing their websites to ensure these suppliers are addressing the risks of modern slavery in their operations and supply chains.

Normet Global’s Supplier Code of Conduct sets out Normet AP’s minimum requirements for its suppliers. These requirements are in line with Normet AP’s own Code of Conduct and are the basis for continuous improvement in how to engage in responsible business.

As part of our risk mitigation into the issues surrounding modern slavery, Normet Global requires all those working with the group globally, to adhere to Normet Global’s trade Compliance Policy. This policy outlines that Normet Global does not conduct business in or with any business partners from countries which Normet Global considers are high risk<sup>1</sup>, and applies additional trade compliance measures for any proposed business in, or with, business partners from countries where Normet Global considers there is increased risk of sanctions violations.<sup>2</sup>

Normet Global also requires all of its suppliers to adhere to the Normet Supplier Code of Conduct and that all working with Normet Global (including Normet AP) adhere to the Normet Code of Conduct that enforces the UN Declaration of Human Rights, especially as it relates to modern slavery risks.

Normet AP continuously reviews its company strategy. Normet AP is dedicated to continual improvement in compliance and sustainability and view its responsibilities in relation to Corporate Governance and accountability as a commitment to its staff and its customers.

For Normet AP, good governance means maintaining transparency, internal controls, accountability, compliance with laws, and business integrity in Normet Group’s operations. Regulatory and ethical compliance in relation to, for example, human rights, anti-corruption, bribery, tax compliance and fair competition, are the fundamental principles in Normet AP’s Code of Conduct.



<sup>1</sup> These countries are Cuba, Iran, North Korea, Syria, Russia, and the following regions of Ukraine, namely, the Crimea region, the Donetsk region, the Luhansk region, the Zaporizhzhia region and the Kherson region of Ukraine.

<sup>2</sup> These countries are Afghanistan, Belarus, Burundi, Central African Republic, Guinea-Bissau, Guinea, Democratic Republic of Congo, Iraq, Lebanon, Libya, Mali, Myanmar (Burma), Nicaragua, Pakistan, Somalia, Republic of South Sudan, Sudan, Tunisia, Venezuela, Yemen, and Zimbabwe.

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## 4. Risks of Modern Slavery Practices and Actions taken to address Modern Slavery Risks

Acknowledging areas where there could be vulnerabilities for modern slavery practices, Normet AP has researched, developed, understood and identified risks in the following areas:

### IDENTIFIED RISKS: Workers in vulnerable demographic locations and high-risk geographic areas:

Commonly infringed human rights in the resources and energy sectors where Normet partners:

- Right to freedom from slavery and slavery-like conditions
- Right to freedom from discrimination
- Right to free, prior and informed consent
- Right to health
- Right to self-determination
- Right to water
- Right to a healthy environment
- Right to safety at work
- Right to traditional culture
- Freedom of assembly and association and right to strike.



Normet AP staff and suppliers are required to be committed to providing a safe and healthy working environment for all employees and contractors working for it. In the Reporting Period, Normet AP ensured that relevant and functioning personal protective equipment was provided, free of charge, to all employees. Normet AP staff and suppliers have an occupational health and safety management system in place, as required by the various State work health and safety legislative schemes.

In the Reporting Period a rapid response to the geopolitical situation in Europe led to the discontinuation of new orders and deliveries by Normet Global into Russia. Normet Global focused on securing employee safety and well-being and provided financial aid to UNICEF to support those directly impacted by the war in Ukraine.

### IDENTIFIED RISKS: Supply Chain: high-risk procurement categories:

Some areas where Normet AP is currently a partner include those procurement areas that are frequently seen as high-risk by resource and energy firms,<sup>3</sup> such as:

- Personal Protective Equipment (PPE) and uniforms
- Chemicals and raw materials
- Tyres and wheels
- Electrical parts and electronic equipment, including metering equipment
- Mechanical parts
- Fabricated metals

To help mitigate modern slavery risks in these areas, as part of its service agreement with all suppliers, Normet AP:

- Requires that suppliers ensure that their own supply chain complies with sanctions laws and trade restrictions imposed by the United States, the United Nations, and the European Union.
- Insists that suppliers who manufacture products or parts based on their own design commit to informing Normet AP in case their products or parts are subject to trade restrictions.

<sup>3</sup> Australian Human Rights Commission and KPMG Australia (2021) Resources, energy and modern slavery Practical responses for managing risk to people: KPMG, <<https://humanrights.gov.au/our-work/business-and-human-rights/publications/resources-energy-and-modern-slavery-practical>> (Accessed: 28 September 2023).



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- Demands that suppliers who manufacture products or parts containing ‘conflict minerals’ (e.g. tin, tantalum, tungsten, gold) declare that their supply does not contain minerals originating from conflict-affected and high-risk areas as specified in European Union Regulation 2017/821 and related directives or regulations, or in Section 1502 of the Dodd Frank Wall Street Reform and Consumer Protection Act of the United States of America.
- In relation to reporting, suppliers are required to report any actual or suspected violations of this Code of Conduct to Normet AP. Normet AP will not take or tolerate any action or retaliation against any person reporting a suspicion of misconduct in good faith.

## IDENTIFYING RISKS - ESG:

Normet AP uses a framework called environmental, social, and governance (ESG) to evaluate an organisation's operations and performance on many ethical and sustainable concerns. It also offers a tool to gauge the opportunities and hazards for business in certain fields.

The ESG framework is used and understood by Normet AP as a tool to understand more broadly the mining and metals sector and how this impacts business risk.

The top ESG issues identified, according to Paul Mitchell at EY, who conducted an analysis of the business risks and opportunities in the mining sector 2023 are:<sup>4</sup>

- Local Community Impact
- Water Management
- Decarbonization
- Climate Change
- Green Production
- Scope 1 and 2 emissions
- Diversity, equity and inclusion
- Scope 3 emission
- Modern Slavery
- Child Labor

Normet is dedicated to addressing these risks as part of its strategic planning by continuing to improve its business transparency; improving on an already healthy safety culture; committing to continual improvement in compliance; monitoring and strengthening internal governance structures and reporting and continuing to understand the complex requirements of competition law, bribery and corruption policies and ensuring ongoing trade compliance.

## RESPONSE FRAMEWORKS

Modern Slavery and Human Rights Management Process	Normet AP approach
Grievance Handling Procedure	<p>Normet AP has a Grievance Handling Procedure which allows for complaints around modern slavery risks and human rights issues to be raised.</p> <p>Normet AP utilizes the following procedure to ensure that the grievance is fully understood and treated with the necessary formality:</p> <ol style="list-style-type: none"> <li>1. Preliminary Action – the grievance may be taken by any means</li> <li>2. Acknowledgement of grievance</li> <li>3. Information gathering</li> </ol>

<sup>4</sup> Mitchell, P.D. (2022) Top 10 business risks and opportunities for mining and metals in 2023, Top mining and metals risks and opportunities in 2023 | EY Australia. <[https://www.ey.com/en\\_au/mining-metals/risks-opportunities](https://www.ey.com/en_au/mining-metals/risks-opportunities)> (Accessed: 06 June 2023).

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Modern Slavery and Human Rights Management Process	Normet AP approach
	<p>4. Mediation (if necessary) 5. Outcome</p> <p>Confidentiality is maintained where possible to progress the grievance as appropriate. Normet AP ensures that complainants are not subject to victimisation for making the grievance.</p>
Improving the Normet Supplier Code of Conduct	<p>In the Reporting Period, Normet AP, together with Normet Global, reviewed the Supplier Code of Conduct and made the following improvements:</p> <ul style="list-style-type: none"> <li>• Versions of the Code were translated into English, Chinese and Spanish languages.</li> </ul>
Training our people	<p>In the Reporting Period, all Normet AP staff were trained in all topics relevant to modern slavery / human rights / ESG. This training forms part of our employee onboarding process and includes content such as:</p> <ul style="list-style-type: none"> <li>• What is Modern Slavery?</li> <li>• What does Modern Slavery look like?</li> <li>• Signs of Modern Slavery.</li> <li>• Forced Labour.</li> <li>• Visa Exploitation.</li> <li>• Domestic Servitude.</li> <li>• Forced Marriage.</li> <li>• Sexual Exploitation.</li> <li>• Stories of Modern Slavery</li> <li>• Understanding the Act and the role we play at work and as individuals</li> </ul>
Evaluation of sustainability risks in the supply chain	<p>Normet AP has firm plans in place to evaluate the environmental sustainability of its supply chain in the coming reporting period. It has engaged an independent environmental auditing firm to undertake this work with a lens on Normet AP and Normet Global’s environmental footprint and risks and to advise on mitigation strategies.</p>
Human Rights Policies and Procedures	<p>Normet AP has and maintains the following policies and procedures which support our employees in maintaining their human right to a safe work place that is ethically driven and free from hazards of both a physical and psychological nature:</p> <ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Employee Assistance Program Policy</li> <li>• Flexible Working Arrangement Policy</li> <li>• Parental Leave Policy</li> <li>• Workplace Harassment Prevention Policy</li> <li>• Normet Health &amp; Safety Policy</li> <li>• Environmental Policy</li> <li>• Safety Reporting</li> <li>• Health and Safety Management System</li> <li>• Risk Management</li> <li>• Emergency Management</li> <li>• Fire Prevention</li> </ul> <p>Additionally, Normet AP is developing a local Supplier Code of Conduct to help ensure that locally sourced goods and services do not pose a modern slavery risk.</p>

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## **6. Assessment of the effectiveness of risk mitigation and remediation strategies at Normet and future commitments to reducing modern slavery risks**

Normet AP strives to be a business that leads through the ethical standards it sets and the performance it achieves, a business that demonstrates how corporations can contribute to addressing global issues such as Modern Slavery.

Normet AP believes that our future as a company depends on acting with integrity at all times and in all areas. Normet AP believes in continual improvement as the key to effective risk mitigation and the success of remediation strategies.

Currently, Normet AP staff and suppliers must comply with applicable national and international laws, regulations, and generally accepted practices in its business and in the products and services that Normet AP is connected to.

Normet AP is committed to continual improvement in this area, which is necessary and important now and into the future. Enhancing our risk identification methodologies over time includes:

- Our commitment to recognising inherent and residual business risks, both internally and externally
- Building on our current ESG frameworks
- Revision and audits of our supplier management and monitoring systems and controls
- Close supervision of any external third-party reporting on modern slavery risks, with revision of our current controls and risk mitigation strategies

# NORMET AP MODERN SLAVERY STATEMENT

## Annexure A – Statement Annexure

Mandatory Reporting Criteria	Reference in this Statement
a) Identify the reporting entity	<i>"1. About Normet"</i>
b) Describe the structure, operations and supply chains of the reporting entity	<i>"3. Normet's Operations and Supply chain"</i>
c) 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	<i>"4. Risks of Modern Slavery Practices and Actions taken to address Modern Slavery Risks"</i>
d) Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	<i>"4. Risks of Modern Slavery Practices and Actions taken to address Modern Slavery Risks"</i>
e) Describe how the reporting entity assesses the effectiveness of such actions	<i>"6. Assessment of the effectiveness of risk mitigation and remediation strategies at Normet and future commitments to reducing modern slavery risks"</i>
f) Describe the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a joint statement, the entity giving the statement	Not applicable – Normet AP does not own or control any other entities, and this is not a joint statement.
g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Throughout
Details of approval by the principal governing body of the reporting entity	<i>"2. Modern Slavery Statement Approval"</i>