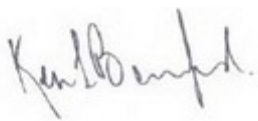


## Labelmakers Group Annual Declaration Statement of Compliance to Modern Slavery and Social Responsibility

We declare that the following statement (report) is accurate and prepared in good faith and approved by the Board of Directors on May 27th, 2025, for Labelmakers Group Pty Ltd. 2024 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

## Introduction

Labelmakers Group of Companies continued compliance with prevention of Modern Slavery through its supply chain processes in 2024. The Company's Managing Director, with senior operational management team, convened quarterly to consult and review business policies, performance, to monitor and implement the modern slavery processes for its effectiveness.

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.

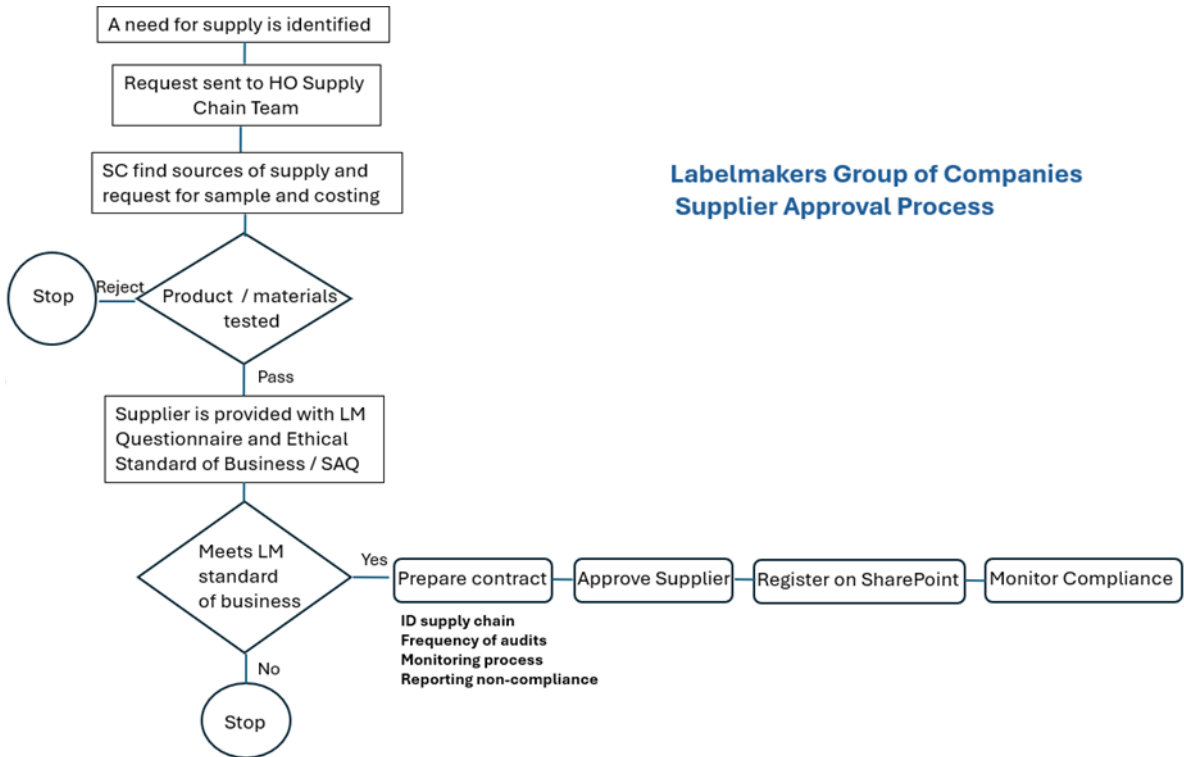
Labelmakers support and respect the protection of internationally proclaimed human rights and prohibit all forms of forced child and compulsory labour through its supply chain – including:

- Compliance with all applicable laws;
- Embedding communication, training and awareness tools for our people and key stakeholders;
- Enforcing modern slavery risk assessments and control processes within our operations and supply chain; and
- Delivering this public report under the Australian Modern Slavery Act 2018.

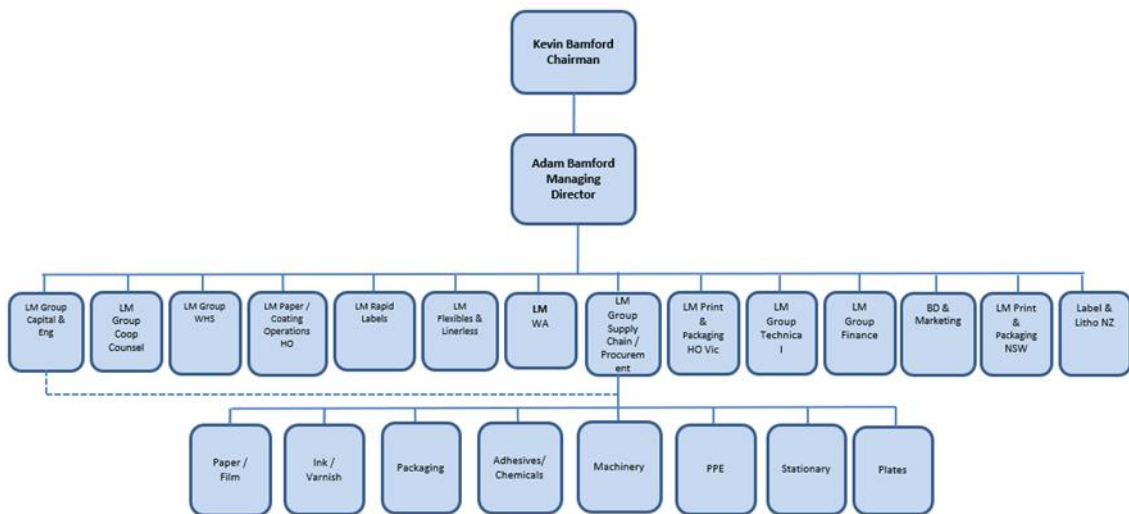
## Company Supply Chain Structure

Labelmakers Group of Companies suppliers' approval process for procurement of direct goods and materials is controlled through Head Office located at 55 Austrak Drive Somerton Victoria. These include supplies for Paper, Films, Inks, Varnishes, Adhesives, and Chemicals. The direct goods and materials' specifications and suppliers are approved by the HO technical department and sourced upon quality / process feasibility trials.

The requirement for indirect materials like printing plated, dies, etc., are also coordinated through the HO technical and pre-press departments, where suppliers identified and approved. All suppliers are provided with Labelmakers' Ethical Standard of Business and Responsible Sourcing policy as part of the tendering and contractual approval process - where a copy of the policy was provided to ABF in our last 3 years' statements.



**Labelmakers Group Supply Chain Organisation Chart**



In the absence of individuals at work, the delegation of responsibilities and authorities for all functions are upward

## Performance for 2024 Annual Report

In 2024, Labelmakers continued to source its specialised materials and services from reputable international and local businesses where they in turn have their own monitoring and compliance practices to international labour laws. The Group have achieved the following in accordance with its Prevention of Modern Slavery policy:

- Suppliers were monitored completing their Self-Assessment Questionnaire (SAQ) and meeting our specified policy requirements. The reports are registered on the data storage system.
- Maintained its supplier's electronic file register / digital data storage system on the company's SharePoint system and up to date.
- The supplier status report is automatically generated every Monday morning to ensure that the program is constantly visible and up to date.
- Where supplier did not comply with LM ethical standard of business, the supplier was notified to implement the required control measures.
- After the first notice, if the supplier was unable to comply, the business was deregistered as a preferred supplier, until implementing the required corrective action.

Throughout 2024, all our suppliers were monitored and requested to maintain their reporting structure to remain as an Approved Supplier and were either audited, or asked to submit their SAQ, or identify if being a member to SEDEX having completed their SMETA audit, and / or as a minimum provide to the Modern Slavery Declaration Statement (form provided in the last 3 reports).

We still had a small percentage of suppliers (less than 3%) who did not complete the Approval Program Requirements in due date but had done it in previous years. These suppliers were made aware of their contractual obligations to keep up to date with on-timely submission of their reports, or otherwise will be deregister.

The Group have continued to maintain membership to Sedex, the world's leading ethical trade membership organisation, our anti-slavery practices, completed the bi-annual SMETA audits for HO and ViP divisions in September 2023 and met the standard compliance requirements. Our Rapid Labels division at 1/25 Stud Road, Bayswater VIC also completed the 4 pillar SMETA audit in 2024 – however, relocated to a new site address provided below. Also, during this reporting period, the company's OHS, environmental and ethical practices were audited as part of the British Retail Consortium - BRC accreditation, and other certification standards.

## 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 and 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 – 120 – 140 Merrindale Drive Kilsyth Vic 3137

Labelmakers Group of Companies are in full compliance to the Australian Federal Industrial legislations, "Australian Industrial Relation Act" or "the Fair Work Act 2009", which set the primary terms and conditions of employment.

The Company's Head of People and Culture has the responsibility to assess and monitor the risks of modern slavery practices within the LM operations, and all entities that are owned or controlled by the entity.

### Risk Assessments and Supplier Rating

The company continued with its Supply Chain Risk Assessments as per the format reported in previous years, including a two-part risk assessment to determine a Supplier's potential to social and environmental risks, and then assigned as Low, Medium, or High-risk category.

**Low Risk:** Suppliers in this category will not likely be required to complete a Responsible Sourcing audit on a consistent schedule – rather to complete a compliance declaration statement

**Medium Risk:** Suppliers with this designation were required to either complete a desktop audit or a site-based audit based on the results of the Supplier Self-Assessment Questionnaire.

**High Risk:** Suppliers who are designated as higher risk were required to complete a 2<sup>nd</sup> or 3<sup>rd</sup> party Responsible Sourcing audit. Suppliers in this group may be asked to join SEDEX (being the world's leading ethical trade membership organisation working with businesses to improve working conditions in global supply chains) and be audited as per ETI (Ethical Trading Initiative Code - founded on the conventions of the International Labour Organisation (ILO) being an internationally recognised code of labour practice), Social Accountability (SA8000), ISO14001 and industry specific codes of conduct.