



MODERN SLAVERY STATEMENT

2024 | 2025



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MESSAGE FROM THE CEO

At Redox we are committed to being a responsible global partner that prioritises people, communities, and sustainable growth. Our approach goes beyond compliance. We strive to implement initiatives and partnerships with other organisations which foster ongoing progress and improvements in assessing and responding to modern slavery.

I am pleased to present our 2025 Modern Slavery Statement emphasising Redox's commitment towards ethical sourcing practices and continuous improvement. We recognise that modern slavery is a complex, evolving challenge that requires vigilance and action. Accordingly, we continue to strengthen our polices, invest in supplier due diligence, and work towards our overall goal to remove modern slavery practices from our supply chains.

These steps ensure that every part of our supply chain operations operate in-line with best practice and re-enforce our zero-tolerance approach to exploitation.



Redox's values guide our modern slavery journey. Together with our workforce, customers, and suppliers, Redox will continue to embed integrity, transparency, and accountability in all that we do.

This statement has been prepared with the input from management and key stakeholders. The Redox Board of Directors reviewed and approved this Statement on 29 October 2025.

A handwritten signature in black ink, appearing to read 'Raimond Coneliano'. The signature is stylized and fluid.

Raimond Coneliano
CEO & Managing Director

OUR VALUES

Mission

To provide industry with quality affordable raw materials, delivered through personalised service.

Vision

To develop a network of customers and suppliers, where together we create mutual enduring value.

Values

Leadership, We're entrepreneurial and embrace continuous improvement

Integrity, We form open and honest relationships based on trust

Hard work, We relentlessly pursue our goals

Knowledge, We know and understand our markets

Service, We operate with a sense of urgency and discipline

Health & Safety, We're focused on the safety of our employees and our communities

FY25 HIGHLIGHTS

- We strengthened our Ethical Sourcing Procedures, implementing further improvements to drive consistency and accountability across our supply chain.
- We launched a Modern Slavery Awareness Campaign, equipping suppliers with the knowledge to identify and address potential risks.
- We enhanced our internal Ethical Sourcing training modules to reflect emerging modern slavery risks.
- We reinforced accountability by requiring all suppliers to complete our Ethical Sourcing Supplier Declaration.
- We conducted internal audits to verify compliance with our Ethical Sourcing Procedure.



REDOX AT A GLANCE

Founded
1965

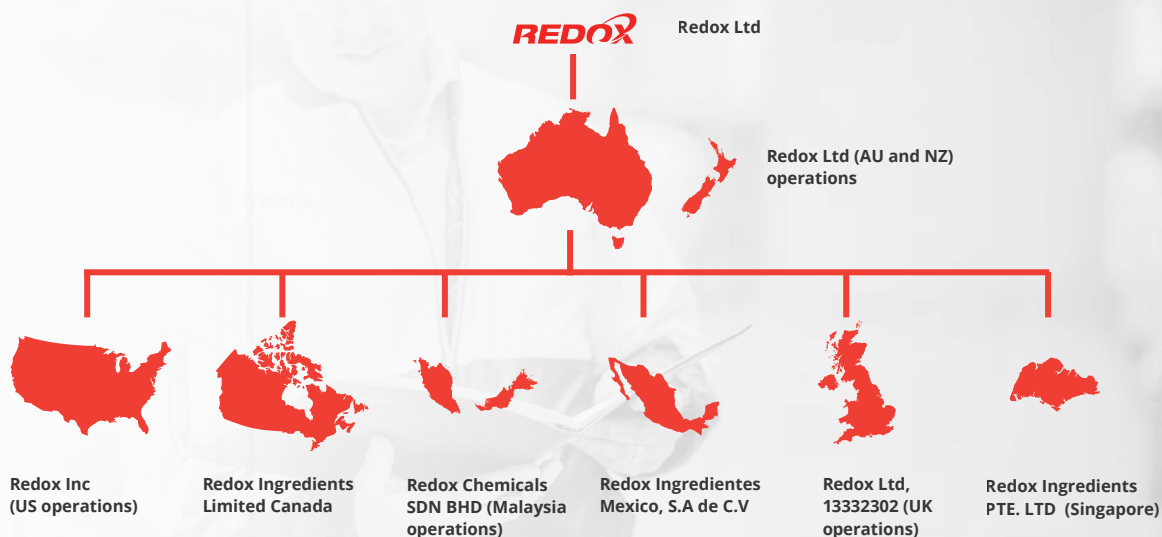
Employees
400+

Products
1,000+

HQ
Sydney

Redox is a publicly listed Australian chemical distribution company established in 1965, with its headquarters in Sydney, Australia. We manage our own domestic distribution network of warehousing facilities. It currently operates from 19 locations across eight (8) countries being Australia, New Zealand, Malaysia, Singapore, Mexico, Canada, and the United States. Redox’s principal operations are predominately situated across Australia and New Zealand, with offices located in almost all major cities.

Globally, Redox employs over 400 employees, representing a diverse range of backgrounds and experience. Our team includes over 180 salespeople supporting customers across the Asia Pacific and the United States. During the Reporting Period, all Redox employees were engaged under formal employment contracts that comply with local legal requirements.



Leading distributor of chemicals, ingredients and raw materials

Active Customers

7,000+

Stock Locations

100+

Strong Team*

400+

*Includes 180+ salespeople across APAC & USA

SKU's

4,993

Active Suppliers

994

Product Groups

1,200+

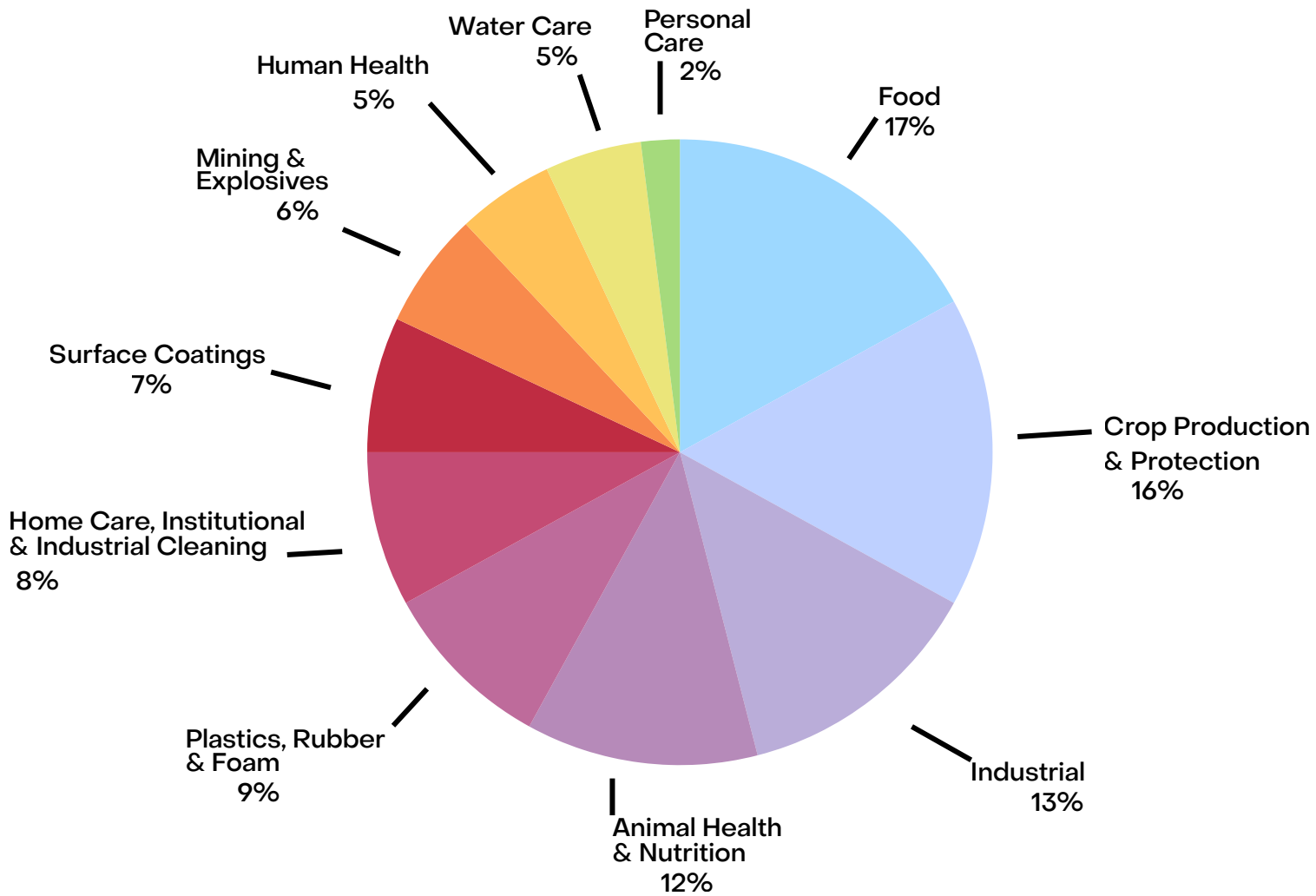


- Primary focus organic growth complimented by acquisitions & geographic expansion
- 30-year revenue CAGR of 10.84%
- Extensive and growing customer, supplier and product base
- Largest supplier in Australia by revenue

Sustainable business model underpinned by Redox's **in-house developed** ERP/CRM IT platform **REDEBITZ**



DIVERSE CLIENT, INDUSTRY, PRODUCT AND SUPPLIER BASE



Our business has grown to become one of the leading chemical and ingredients distributors in the world. Redox is proud to distribute more than 1,200 product groups to a diversified range of over 7000 customers from over 169 industries consisting of: commodity and specialty chemicals; food ingredients; agricultural chemicals; household and personal care chemicals; mining chemicals; surface coatings; plastics additives; grease and lubricants; water treatment chemicals; building and construction chemicals and pharmaceutical ingredients.

ENVIRONMENTAL, SOCIAL & GOVERNANCE

Redox strives to be a responsible corporate citizen, fostering positive societal impact through meaningful industry engagement, ethical operations, and the implementation of practical, sustainable initiatives.



Redox is committed to upholding its responsibilities as a corporate citizen by promoting ethical and sustainable practices, engaging constructively with industry and community stakeholders, and driving tangible social and environmental benefits.

INTERNAL GOVERNANCE & POLICIES

Redox recognise that effectively managing modern slavery risks in our operations and supply chains requires strong governance, clear expectations and high-performance standards. We have established a companywide policy framework that reinforces our commitment to protecting labour rights and upholding ethical business conduct. Our policies are periodically reviewed and updated to ensure continued alignment with evolving legislation, best practice, and stakeholder expectations.

Company-wide policies and procedures with relevance to management of modern slavery

Modern Slavery Policy

Defines Redox's minimum standards for ethical labour practices, setting clear expectations for employees, suppliers, and business partners regarding labour standards, including child labour, forced and compulsory labour, human trafficking, freedom of association and collective bargaining.

Whistleblower Policy

Outlines Redox's process for making and investigating a disclosure in line with the Whistleblower Protection Scheme set out under the Corporations Act 2001 and the Taxation Administration Act 1953. This policy promotes transparency, integrity, and protection from retaliation.

Diversity Policy

Formalises our commitment to fostering diversity, equity, and inclusion within the workplace. It supports a culture that values different perspectives and ensures equal opportunity for all employees.

Harassment, Bullying and Discrimination Policy

Affirms Redox's commitment to maintaining a safe, healthy, and respectful work environment that is free from bullying, harassment, and discrimination. This policy ensures all employees are treated with dignity and fairness.

Operational policies and procedures

Code of Conduct and Ethics

Our Code of Conduct and Ethics defines the standards of integrity, professionalism, and accountability expected of all employees, officers, and directors. It serves as a practical guide to ethical decision making and responsible business conduct at Redox, supporting our commitment to lawful, fair, and transparent operations.

Supply chain policies and procedures

Supplier Code of Conduct

The Supplier Code of Conduct outlines Redox's minimum expectations for suppliers and their associated entities. It establishes clear standards relating to human rights, the prevention of forced labour and human trafficking, non-discrimination, safe and fair working conditions, and environmental protection. Compliance with this Code is a condition of ongoing partnership with Redox.

OUR SUPPLY CHAIN

Redox is an Australian Border Force Accredited Trusted Trader recognised for maintaining compliant trade regulation practices and ensuring a secure, transparent and ethical international supply chain.

Redox directly sources products for resale, internal use, and operational support across its global network. The procurement of goods and services, whether for business operations or resale, forms an integral part of Redox's supply chain. Our product portfolio includes a wide range of chemicals, ingredients, and raw materials sourced from manufacturers and distributors worldwide. These products are purchased for resale to our customers across diverse industries. Examples of materials sourced include sweeteners, stabilizers, emulsifiers, minerals, antioxidants, phosphates, vitamins, acids, fertilizers, salts, plasticizers and among others.

In FY25 Redox managed over 4,993 SKUs from over 994 active suppliers from over 60 different countries, distributing products through its extensive internal warehouse and logistics network. Approximately 92% of Redox's products sourced are manufactured outside of Australia, and many are sourced from multiple suppliers to support supply continually and reduce dependency risk. Redox requires its suppliers to meet its Supplier Ethical Sourcing Declaration standards which form part of the company's Supplier's Assessment and Approval Process. Suppliers must demonstrate compliance with applicable labour, environmental and regulatory obligations before being approved as a Redox supplier.





OUR PRODUCTS

- Food Ingredients
- Specialty Chemicals
- Commodity Chemicals
- Filter Media
- Solvents
- Pharmaceuticals
- Fertilisers
- Pigments
- Nutraceuticals
- Flavours
- Plastic Polymers
- Surfactants

TYPICAL CUSTOMER

- Makes a variety of end products like skin care, haircare liquid detergents etc.
- Lack storage on site, wants on time deliveries
- Limited forecasting ability
- Minimal R&D budget
- Buys 100 different SKUs

OUR SUPPLIERS

Redox sources products from suppliers, manufacturers, and distributors all over the world, with the largest volume of product sourced from Australia, China, India, Malaysia, Singapore, South Korea, Taiwan, Thailand, and the United States (in alphabetical order).

TYPICAL SUPPLIER

- Makes different products used in many industries
- Has many competitors with equivalent products
- Unwilling to give credit to buyers
- Sells globally with strengths in particular regions
- Manufactures 200+ SKUs



MODERN SLAVERY RISKS

We recognise that the risk of modern slavery within our operations and supply chain may be increased by the scale and complexity of our global sourcing activities, as we procure a wide range of products and services from numerous countries around the world.

RISKS IN OUR OPERATIONS

Following a detailed assessment, Redox considers the risk of modern slavery within its direct operations to be low. This is primarily due to the majority of our workforce being directly employed by Redox under robust legal and regulatory frameworks that govern employment conditions in each jurisdiction in which we operate. Our operations are located in countries with strong labor laws, transparent employment practices and effectively regulatory oversight, reducing the likelihood of exploitative labor conditions.

Additionally, contractors within our distribution network, are predominantly based in low risk regions including Australia and New Zealand. Redox maintains a high level of oversight across all jurisdictions of operation, ensuring compliance with workplace standards and ethical expectations. We place a strong emphasis on employee training, awareness and accountability, ensuring that our values are embedded throughout our operations. By maintaining rigorous internal policies and procedures, we aim to mitigate the risk of unethical practices and uphold our commitment to ethical business conduct.



RISKS IN OUR SUPPLY CHAIN

Redox operates a complex multi-tiered supply chain that spans numerous countries. This global reach inherently increases the risk of modern slavery due to limited visibility and oversight on the working conditions of our suppliers' workforce. The primary source of modern slavery risk in our supply chains are associated with:

1 Third-Party Labour

The use third-party labour hire companies or recruitment agencies can increase the risk of worker exploitation and unfair labour practices. To mitigate this risk, Redox requires that all third-party labour hire companies complete and sign a Supplier Declaration Form. This process ensures that suppliers engaging labour through third parties uphold our standards for ethical employment, fair treatment, and safe working conditions.

2 Supplier Geographic Location

Procurement from suppliers located in High-Risk jurisdictions (Afghanistan, Cambodia, DR Congo; India; Indonesia; Iraq, North Korea; Pakistan; Philippines; Sudan; Uzbekistan; Xinjiang, (China) [In Alphabetical Order] increases the likelihood of modern slavery practices entering our supply chains. To mitigate this risk, Redox applies enhanced due diligence measures and stronger regulatory oversight.

3 Product or Services Market

Redox has identified that certain products and services, such as palm oil, carry a higher risk of modern slavery due to the nature of their global supply chains. To reduce these risks, Redox has partnered with Roundtable on Sustainable Palm Oil (RSPO) to ensure that all of Redox suppliers of palm oil are producing Certified Sustainable Palm Oil. This partnership helps us uphold responsible sourcing practices and supports the ongoing elimination of exploitative labour in high-risk product markets.

Redox remains committed to continuously improving the transparency and traceability of our supply chain and the identification of high-risk suppliers. Redox continues to strive to maintain ethical business practices aligned with human rights standards, by monitoring our supply change and supplier engagement.

MANAGING MODERN SLAVERY RISKS

Supplier Assessments: To mitigate the risk of modern slavery and unethical practices within our supply chain, Redox has implemented an Ethical Sourcing Declaration Program. Under this program, all suppliers must obtain an internally issued permit before being classified as a Redox approved supplier. To be eligible for a permit, suppliers are required to complete the Ethical Sourcing Declaration, confirming compliance with Redox's internal governance policies, ethical sourcing standards, and relevant legislation. Where a supplier is unable to sign Redox's Ethical Sourcing Declaration, we request that they provide us with either their own modern slavery internal governance policies for assessment or provide us with a copy of a valid Sedex/Smeta audit report. Each supplier is subject to a risk assessment to ensure that their operations and employment practices align with Redox's values, applicable laws, and our Supplier Code of Conduct.

Supply Chain Monitoring: Redox regularly monitors its supply chain through ongoing reviews of the US Customs and Border Protection (CBP) Active Withhold Release Orders and Findings List. Suppliers issued with a Withhold Release Order (WRO) by the Commissioner or appearing in the published Federal Register are flagged for investigation and follow up. This process enables Redox to maintain visibility across all supply chain tiers and promptly identify potential modern slavery risks, ensuring that our sourcing activities remain compliant and transparent.

Training and Capability Building: The Quality Assurance, Marketing, Food Safety and Legal departments are required to complete this mandatory training every two years from their employment commencement date. These programs strengthen the capability of our workforce to identify, assess and manage modern slavery risks within our supply chain. During this Reporting Period, Redox reviewed and enhanced its modern slavery training to communicate our values and practices and ensure greater alignment with industry, customer, and shareholder expectations more effectively.

Internal Governance Policies: Redox has adopted a company-wide governance framework that establishes baseline expectations for ethical labour standards and human rights standards across all operations and supply chains. These internal policies are regularly reviewed and updated, under the oversight from our executive leadership team to ensure continued compliance with evolving legal, regulatory and social responsibility requirements.



COLLABORATION WITH OTHER ORGANISATIONS



SEDEX

Sedex provides Redox with comprehensive data, tools and insights that enhance visibility and transparency across our global supply chain. Through Sedex's platform, Redox can monitor supplier sustainability performance, assess ethical risks, and strengthen compliance.



Roundtable on Sustainable Palm Oil (RSPO)

Redox collaborates with RSPO to identify and mitigate risks associated with the sourcing and distribution of palm oil. By partnering with RSPO, Redox ensures that all palm oil supplied through our network is responsibly sourced and certified under the Certified Sustainable Palm Oil (CSPO) standard.



Australian Trusted Trader (ATT)

Redox partners with ATT to enhance the security and integrity of our international supply chains. Accredited by the Australian Government Department of Home Affairs and the Australian Border Force, this partnership supports Redox in maintaining compliant trade practices, protecting Australia's trade borders, and upholding ethical and secure supply chain operations.



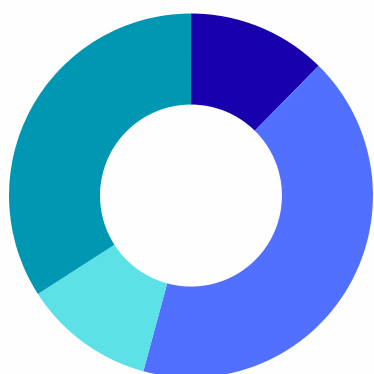
Rainforest Alliance (RA)

Redox participates in the RA certification program which plays a key role in promoting sustainable sourcing and ethical trade practices. Through this collaboration, Redox supports initiatives that protect biodiversity, foster responsible business conduct, and improve working conditions in supplier factories and farms.

ASSESSING OUR ACTIONS

Redox conducts regular reviews of our Ethical Sourcing Declaration Program. This program includes ongoing internal reporting on the number of active suppliers that have submitted a signed Ethical Sourcing Declaration and hold an internally issued permit. Redox also places a large effort on reducing the number of suppliers it partners with that have not submitted a signed Ethical Sourcing Declaration, or otherwise fail to meet our ethical sourcing requirements.

Ethical Sourcing Supplier Declaration Assessment Numbers



2,090

NUMBER OF THE TOTAL ACTIVE SUPPLIERS COVERED BY THE ETHICAL SOURCING DECLARATION PROGRAM

●	Supplier part of the declaration program but not holding a permit	295
●	Chemical suppliers assessed and holding a permit	998
●	Logistic suppliers assessed and holding a permit	279
●	Other supplier assessed and holding a permit	813

During the Reporting Period, Redox assessed and issues modern slavery permits to a total of 1,821 new and existing active suppliers, which accounts for approximately 85% of our active supply chain.

The total number of active suppliers this Reporting Period has nearly doubled since the last reporting period. Despite this significant growth, the percentage of active suppliers holding a modern slavery permit has remained stable. This indicates that Redox is effectively maintaining visibility into its supply chain. During this Reporting Period, there were no breaches found through the monitoring of the CBP Active WRO and Findings List.

2026 INITIATIVES

Redox recognise that preventing and addressing modern slavery risks in our operations and supply chains requires long-term ongoing vigilance, collaboration and long-term commitment. During the next Reporting Period, Redox will focus on the following key initiatives:

EDUCATION OF OUR SUPPLY CHAIN

Redox will continue to strengthen supplier awareness through educational communication on modern slavery prevention.

IMPROVING MODERN SLAVERY POLICIES AND PROCEDURES

We will review and update our Modern Slavery Policy and Procedure, including our supplier risk assessment and due diligence processes.

SUPPLIER DUE DILIGENCE

Redox will continue quarterly reviews of the U.S. Customs and Border Protection (CBP) Active withhold Release Orders and Findings List to identify suppliers of concern. We will continue to seek voluntary collections of valid SMETA/SEDEX audits from new suppliers.

SUPPLIER DECLARATION PROGRAM

We will further strengthen our Supplier Declaration Program by increasing the number of suppliers holding a valid ethical sourcing permit.

Redox is confident that these initiatives will reinforce our comprehensive approach to combating and addressing modern slavery risks within our operations and across our supply chains.

This statement has been prepared with the input from management and key stakeholders. The Redox Board of Directors reviewed and approved this Statement on 29 October 2025.

