

SCHÜTZ Australia Pty Ltd (ACN 090 995 958)

Modern Slavery Statement for the year ended 31 December 2024

Our Business Structure, Operations and Supply Chains

Schütz Australia Pty Ltd ACN 090 995 958 (Schütz Australia) is a wholly owned subsidiary of Schütz GmbH & Co. KGaA, a company incorporated and based in Germany. Schütz Australia forms part of the SCHÜTZ Group whose headquarters (HQ) are in Selters, Germany. Founded in 1958 the Schütz Group has expanded to a global network service of 70 locations worldwide, employs over 7,000 people and has an annual turnover of over 2.5 billion Euro.

Schütz Australia reports to the same Management Board of the Schütz Group in Selters, Germany.

Schütz Australia does not own or control any entities.

Schütz Australia has three operating sites, approximately 180 directly employed staff and hires up to 80 additional labour-hire employees to assist production in peak times.

Schütz Australia Laverton North (Vic) manufactures Intermediate Bulk Containers (IBCs) and plastic 220L and 110L drums, reconditions IBCs returned from industry and launders 110L drums for the agricultural sector. This is also the location of the Head Office.

Schütz Australia Yatala (QLD) manufactures IBCs, reconditions IBCs and launders 110L drums.

Schütz Australia North Coogee (WA) reconditions IBCs and launders 110L drums.

The Schütz Group HQ in Germany designs and builds its own operating machinery, manufactures the majority of its required components for the assembly of finished products and also procures the bulk raw material (HDPE) for the products. Components are also sourced from Schütz Container Systems Shanghai.

Schütz Australia purchases HDPE from suppliers approved by the Schütz Group under agreements made by HQ. HDPE purchased by Schütz Australia predominantly comes from Singapore and Qatar.

Schütz Australia purchases consumable materials such as shrink wrap and plastic labels from third party suppliers within Australia. These suppliers manufacture their goods in Australia from resin sourced locally and from overseas.

Schütz Australia engages labour hire services to supply workers in addition to directly hiring employees.

Schütz Australia engages many different transport companies to deliver finished goods and also to collect used IBCs and drums from our customers.

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Schütz Australia uses contractors to provide cleaning services, calibration services and specialised maintenance services.

Risks of modern slavery practices in operations and supply chains

We have implemented a risk assessment process by identifying reputable and credible resources regarding risks of modern slavery around the world, to identify materials which we purchase and / or which comprise components to the products we purchase, and countries with which we or our supply chain deal with, to assess the risks of modern slavery in our operations and supply chain. In particular, we have carried out our risk assessment with specific reference to the Global Slavery Index.¹

We have assessed the risks with the labour hire companies we use and have determined that the modern slavery risks attached to those arrangements are **low**:

- employees are only selected if they have the relevant work Visa for Australia;
- employees are provided with a letter of offer that outline work conditions, hours, rate of pay; and
- the labour hire organisation assesses host employers for occupational health and safety prior to placing candidates.

During 2024, Schütz has engaged the services of new labour hire companies.

Schütz Australia understands that there is an inherent risk of exposure to modern slavery and labour exploitation in its supply chain, particularly given it engages overseas suppliers. However, Schütz Australia also notes that generally, the supply of raw material and plastic resin are not classified as high-risk industries.

We have assessed the top three overseas suppliers of our main raw material, plastic resin, and determined that the overall risk of modern slavery within this supply chain is **low**:

- Our main resin supplier has headquarters in California and operates under similar modern slavery assessment and reporting requirements to the Modern Slavery Act in Australia.
- Our second resin supplier has committed to the UN Sustainability Goals which include protection of human rights, labour rights, environmental responsibility and anti-corruption.

¹ Walk Free, 'Global Slavery Index 2018' , accessible via
<<https://www.globalslaveryindex.org/resources/downloads/>>

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- Our third resin supplier is based in Qatar. The Global Slavery Index rates Qatar as medium risk in regards to modern slavery, with potential for slavery in migrant workers and domestic staff.

These risks are unchanged in 2024.

Actions taken to assess and address modern slavery risks

Our membership in the Compliance Initiative founded by the German Association of Materials Management, Purchasing and Logistics (BME) documents our uncompromising commitment to fair, responsible and ethical principles as the key foundation in all business relationships and transactions.

Schütz Australia follows the BME Code of Conduct which provides fundamental rules and principles in business relationships for all suppliers and service providers. As part of the Schütz Group Sustainability & Responsible Care programme information is voluntarily reported to the EcoVadis supply chain performance platform. Schütz Group achieved a silver rating for the most recent reporting period (2024).

Our own Schütz Australia policies developed through Human Resources are binding on all Schütz employees. These include:

- Company Code of Conduct
- Occupational Health & Safety
- Equal Employment Opportunity

Schütz Australia's policy with direct suppliers has always been and remains to have long lasting relationships. This has led to close relationships and in depth understanding of how our suppliers operate their businesses.

Our management guidelines and code of conduct have always followed the principles of compliance for all activities in which the Schütz Group engages and comply strictly with international, national and local regulations.

The Schütz Group has developed a Code of Conduct for suppliers. The code requires signatories to comply with the basic principles of the UN Global Compact (appendix), the ILO conventions, the United Nations' Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child and the Convention for the Elimination of All Forms of Discrimination of Women as well as the OECD Guidelines for Multinational Companies.

It is not compulsory for suppliers to sign the Schütz Code of Conduct but it is taken into account when evaluating suppliers whether the Code is agreed to, or whether the supplier has an equivalent Code.

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Where necessary, Schütz Australia will audit local service or product suppliers, and/or work with Schütz HQ to audit suppliers overseas. The last audits conducted of several component suppliers show evidence of origination of supply, thus ensuring Schütz Australia are aware of the sourced locations.

The vast majority of our supply is still coming from the same suppliers with whom we have had relationships with for many years.

There have been no reports to Schütz Australia of any case of actual or suspected forced labour within our supply chains to date.

In 2024, Schutz Australia implemented a Modern Slavery Policy applicable to all employees. This Policy has been included in the Employee Handbook and distributed to employees.

Evaluating Effectiveness

As a result of what has already been put in place and as our modern slavery practices and procedures evolve, Schütz Australia will:

- Continue to research our supply chain and assess the potential for modern slavery.
- Assess remediation measures that are implemented by the organisation when a modern slavery risk is identified, to ensure that the implemented measure (which could include removal of a supplier) has been effective.

Consultation process

Schütz Australia does not own or control any entities so this section is not relevant.

Any other relevant information

No other information to report.

This statement has been approved by the Board of Schütz Australia.



Alan Barham

Director of Schütz Australia Pty Ltd