MODERN SLAVERY

STATEMENT

2026



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For further information on any of our policies, please see below and on our website.

SUSTAINABILITY WEBSITE Click here for link

GLOBAL POLICY HUB Click here for link



MESSAGE FROM OUR MANAGING DIRECTOR

I am pleased to present Bunzl Asia-Pacific's Modern Slavery Statement for 2026, covering the reporting period from 1 January to 31 December 2025.

This Statement outlines the actions we have taken to identify, assess, and address modern slavery and human trafficking risks within our operations and across our supply chain.



Scott Mayne
MANAGING DIRECTOR, BUNZL APAC

Global supply chains remain complex and interconnected, while expectations from regulators, customers, and stakeholders continue to increase. In this environment, Bunzl is committed to maintaining a transparent and responsible approach, underpinned by a strong risk-based framework for sourcing and supplier oversight across our regions.

With an estimated 50 million people globally affected by modern slavery, including 28 million in forced labour, we recognise that these risks persist within international supply chains. Addressing them requires robust governance, ongoing due diligence, and a commitment to continuous improvement to identify, mitigate, and remediate potential issues.

Bunzl Asia-Pacific is part of the global Bunzl Group, a wholesale distribution business headquartered in London, England. As a wholly owned subsidiary of Bunzl plc, we operate under Group-wide policies and principles applied consistently across all Bunzl businesses. With our extensive supply chain and broad sector reach, we recognise that our responsibilities extend beyond our own operations. We are committed to eliminating modern slavery from both our direct operations and our supply chain.

We continue to build awareness and capability across our business by equipping employees with the knowledge and tools to recognise and respond to modern slavery risks in their day-to-day roles.

For over 15 years, Bunzl has maintained a risk-based supply chain audit programme led by our Global Supply Chain Solutions team. In 2025, 1,430 suppliers were assessed globally. The proportion of high-risk spend covered by audits increased to 93%, up from 89% in 2024, achieving our target of sourcing at least 90% of high-risk spend from assessed and compliant suppliers.

Building on this progress, we will continue to strengthen our approach through enhanced supplier engagement and the development of new ethical sourcing targets.

30 JUNE 2026

OUR REPORT AND COMMITMENT

Modern slavery is a global challenge requiring coordinated and sustained action. As an international business, Bunzl is committed to respecting human rights and eliminating modern slavery within our operations and supply chain.



We take a proactive approach by embedding this commitment across our business. Employees are expected to uphold our zero-tolerance stance on forced labour, child labour, and human trafficking, supported by ongoing training and awareness initiatives. Suppliers are required to meet or exceed applicable laws and internationally recognised standards, including those of the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI).

This Statement covers the period 1 January to 31 December 2025 and was approved by the Bunzl Asia-Pacific Managing Director on 30 June 2026. It has been submitted to the Australian Border Force and published on our website Bunzl Asia-Pacific website.

This Statement applies to Bunzl Australasia Ltd (referred to as Bunzl Asia-Pacific) and its subsidiaries operating across Australia, New Zealand and Singapore. These include Bunzl Outsourcing Services Ltd, trading as Bunzl Australia & New Zealand, and Bunzl Brands & Operations Pty Ltd, trading as Bunzl Safety & Lifting, both of which are reporting entities under the Australian Modern Slavery Act 2018.

The Statement has been approved by the principal governing body of Bunzl Asia-Pacific on behalf of these entities. It also incorporates other subsidiary entities across the region, including Interpath, Atlas McNeil, Melbourne Cleaning Supplies (MCS), Fire Rescue Safety Australia (FRSA), Containit, Obex MedTech Australia, PowerVac, Medshop, Harvey Distributors, USL, Obex, Toomac, Cubro, DBM Medical and LSH.

ASIA-PACIFIC BUSINESSES

BUNZL Australia & New Zealand

BUNZL safety & lifting

containit SOLUTIONS

Interpath Services Leading the way

HARVEY DISTRIBUTORS CLEANING PRODUCTS & EQUIPMENT

LSH INDUSTRIAL SOLUTIONS

USL medical

OBEX

FRSA Fire Rescue Safety Australia

atlasmcneil HEALTHCARE

MEDSHOP

MCS MELBOURNE CLEANING SUPPLIES

PowerVac

Toomac Holdings Ltd

OBEX MedTech AUSTRALIA

Cubro

DBM MEDICAL GROUP

As part of the Bunzl Group, Bunzl Asia-Pacific operates within the governance framework

Established by our parent company, Bunzl plc, which publishes an annual Modern Slavery Statement under the UK Modern Slavery Act 2015. Accordingly, this Statement is aligned with the Group's global approach while reflecting the specific activities and risks relevant to the Asia-Pacific region.



ABOUT BUNZL ASIA-PACIFIC

Bunzl Asia-Pacific is part of Bunzl plc, a global distribution and services company with operations spanning the Americas, Europe, Asia-Pacific, and the UK & Ireland.



Bunzl supports businesses by sourcing, consolidating, and delivering a wide range of essential products across key sectors including food service, hospitality, packaging, mining, safety, cleaning and hygiene, retail, and healthcare.

Bunzl Asia-Pacific forms part of Bunzl plc, a global distribution and services company operating across the Americas, Europe, Asia-Pacific, and the UK & Ireland. The Group specialises in sourcing, consolidating, and delivering essential products across sectors including food service, safety, healthcare, cleaning and hygiene, and retail.

In the Asia-Pacific region, our operations encompass a diverse group of business units, including Bunzl Australia & New Zealand, Bunzl Safety & Lifting, Interpath, Atlas McNeil, Melbourne Cleaning Supplies (MCS), Fire Rescue Safety Australia (FRSA), Containit, Obex MedTech Australia, PowerVac, Medshop, Harvey Distributors, USL, Cubro, Obex, Toomac, DBM Medical and LSH.





Key sites

- ○ Head Office
- ● Major Distribution Centre
- ● Warehouse
- ● Total number of key sites in region

Key Bunzl Global statistics

Revenue £11.8 billion

Employing 27,000 people

Operating in 33 countries globally

More than 15,000 suppliers covering 70 countries

150 operating companies

Key Bunzl Asia-Pacific statistics

Employing over 1,350 people

Over 50 sites

Operating across Australia, New Zealand, Singapore and China

17 operating companies

OUR ROLE IN THE SUPPLY CHAIN

Bunzl plays an integral role in connecting global supply networks with customers across a diverse range of sectors. Positioned at the centre of the supply chain, we are uniquely placed to promote and influence responsible sourcing practices globally. While we do not typically manufacture the products we supply, the majority of goods we distribute are sourced locally within the regions in which we operate.

Working with more than 15,000 suppliers across over 70 countries, we recognise both our responsibility and opportunity to influence responsible sourcing practices throughout our value chain.

Our procurement teams and category specialists work closely with local and international suppliers to ensure products are sourced in line with Bunzl's ethical standards. This is supported by our Global Supply Chain Solutions team, which oversees a proactive, risk-based approach to assessing and managing supplier performance. A Group-wide Supply Chain Committee supports this work and benchmarks practices against industry standards to continuously refine our approach. In 2025, we continued to strengthen our processes through an updated supply chain risk assessment methodology, further enhancing our ability to identify and prioritise areas of higher risk.

Managing a large, geographically dispersed and multi-tiered supply chain presents inherent challenges, with risks arising at any level particularly beyond our direct supplier relationships. To address this, we adopt a risk-based approach that prioritises areas with the greatest potential for harm and where we have the strongest influence, starting with our direct Tier 1 suppliers, including those across Bunzl Asia-Pacific. This enables us to drive more immediate improvements while building strong foundations for responsible sourcing.

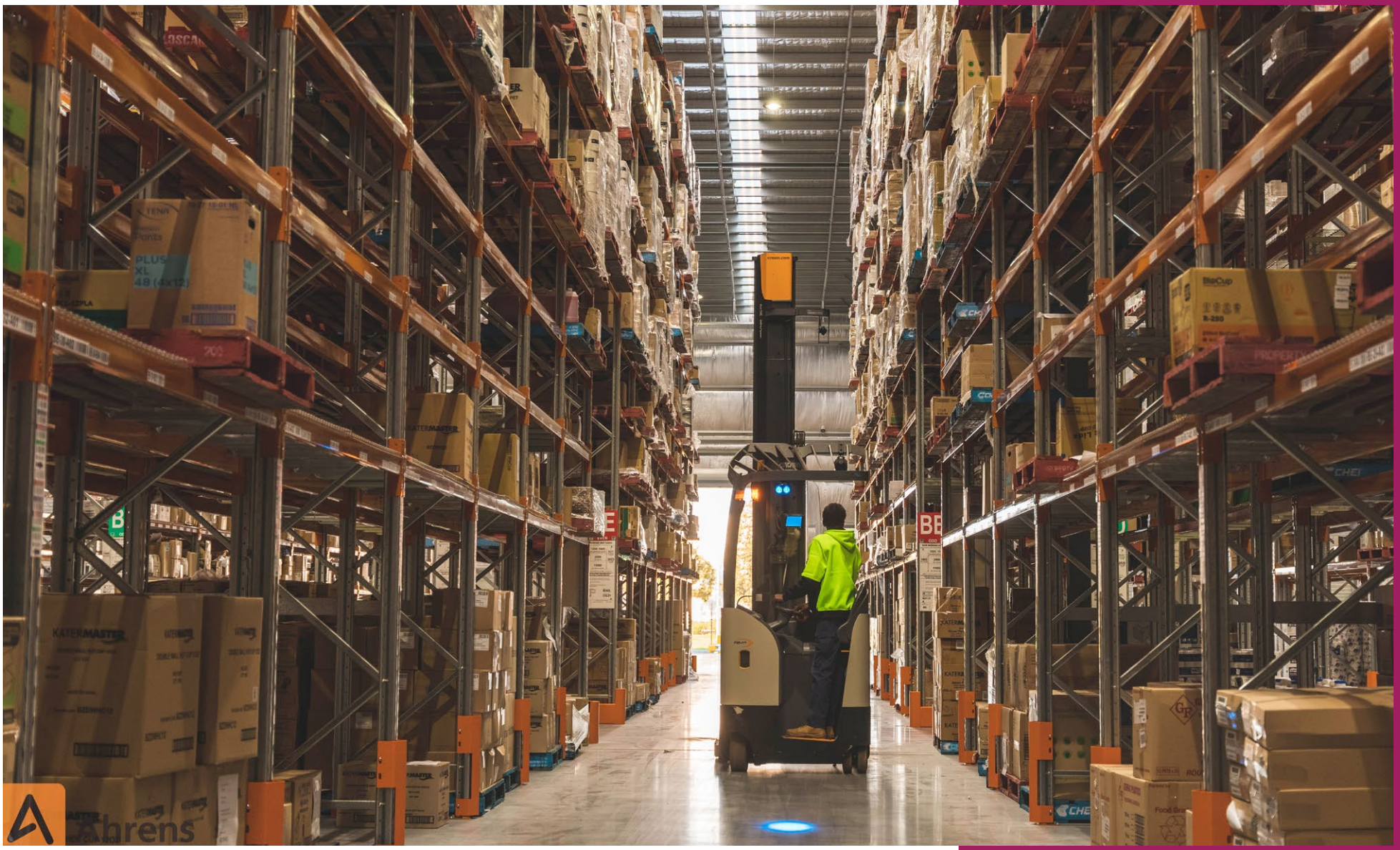
We recognise that risk may be more pronounced further along the supply chain, where visibility and direct influence are reduced. Our Tier 1 suppliers, through our Supplier Code of Conduct and audit programme, are required to uphold our standards within their own operations and across their own supply chains, including subcontractors. Where specific risks are identified, such as those relating to raw material sourcing or potential forced labour indicators, we apply enhanced due diligence measures. These may include obtaining supplier declarations, validating relevant certifications, reviewing supplier records, and conducting targeted follow-up assessments, including through independent third-party auditors where appropriate.

This risk-based approach enables proportionate oversight beyond Tier 1 while reinforcing accountability throughout the supply chain. Strengthening practices at the Tier 1 level also supports broader improvements over time, as expectations are cascaded through supplier networks.

Although our influence over Tier 2 and lower-tier suppliers is more limited, we work closely with Tier 1 suppliers to manage risk and encourage them to uphold and extend our standards throughout their own supply networks. By strengthening responsible practices at the Tier 1 level, we are laying the groundwork for broader impact across the value chain over time.

Acquisitions remain a key component of Bunzl's growth strategy. While no acquisitions were completed within the 2025 reporting period, Bunzl Asia-Pacific acquired Scientifix in 2026.

To support effective oversight, all new acquisitions are incorporated into our supply chain governance processes. Regional teams provide regular updates to the Global Supply Chain Solutions team, enabling the identification of any increased exposure to higher-risk sourcing regions and the scheduling of appropriate due diligence, assessments, or audits in line with our established risk protocols.


PLUS
XL
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KATERMASTER
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BUILDING TRUST WITH INSIGHT

Many of Bunzl's customers operate in sectors subject to high levels of public and regulatory scrutiny, particularly in relation to sustainability and supply chain practices. We have also seen a growing level of customer interest in this area.

For example, one of our major mining customers in Australia sought greater visibility of sustainability risks across their supply chain. We supported this by mapping their supply chain and conducting a structured review covering our sourcing practices, supplier engagement activities, risk management processes and governance.

This engagement strengthened the customer's confidence in our approach to managing ethical and supply chain risks.





Our supply chain - Upstream

Our Business - Own Operations

Our Customers - Downstream



Tier 2 suppliers and beyond	Tier 1 suppliers	Our operations and distribution	Customers	End customers
Raw material producer	Large multinational paper manufacturer	Bunzl operating company	Large facilities management company	Individual using washroom facility
Low influence	High influence	Operational control		



GOVERNANCE AND ACCOUNTABILITY

Bunzl plc operates under a decentralised business model, enabling each operating company, including Bunzl Asia-Pacific, to manage operations at a local level while adhering to a Group-wide governance framework.

This approach allows the Bunzl plc Board and Executive Committee to set strategic direction, while maintaining flexibility across regions.



THE CHIEF EXECUTIVE OFFICER AND THE EXECUTIVE COMMITTEE

Retain overall accountability for standards across global operations and the supply chain, and report directly to the Bunzl plc Board.

1 THE AUDIT COMMITTEE	A sub-committee of the Board, supports oversight of the Group's risk management framework.
2 THE BOARD SUSTAINABILITY COMMITTEE	Comprising all the independent non-executive directors and the Chairman of the Board, provides oversight of sustainability matters and supports the work of the Group Sustainability Committee.
3 THE GROUP SUSTAINABILITY COMMITTEE	Chaired by the Chief Executive Officer, is responsible for establishing and overseeing the implementation of policies and programmes across the entire value chain, including those related to social and supply chain risks.
4 THE SUPPLY CHAIN COMMITTEE	Is responsible for developing and maintaining risk management processes across global supply chains, supporting regulatory compliance and enhancing transparency. It also facilitates a coordinated approach to managing social risks throughout the Group's supplier network. Members include the Head of Corporate Responsibility, Group Head of Sustainability, Director of Global Sourcing and procurement representatives from all regions, including Bunzl Asia-Pacific.

Operational responsibility for day-to-day business activities, including procurement, is delegated to regional Managing Directors. This ensures that decisions reflect local operating conditions while remaining aligned with Group-wide policies and expectations.

This governance structure supports effective oversight and accountability across the Group, enabling Bunzl to manage sustainability and human rights risks consistently across all regions in which it operates.

In the Asia-Pacific region, modern slavery risk management is embedded within Bunzl's overarching governance framework and supported by the regional management structure, ensuring clear accountability and consistent oversight. Requirements are integrated across key business functions, including Finance, Human Resources, Sustainability, and Procurement processes.

The Asia-Pacific Sustainability Committee also plays a central role in overseeing modern slavery risks within Australia and New Zealand. Comprised of Company Directors, Functional Directors, and Managing Directors, the Committee provides strategic direction, coordinates risk management activities, and monitors progress against key priorities. It also ensures a consistent approach and alignment with Group-wide policies, standards, and expectations.



Bunzl Plc | Bunzl Asia-Pacific participation



POLICIES AND STANDARDS

Bunzl operates under a comprehensive suite of Corporate Responsibility policies and standards aligned with the principles of the UN Universal Declaration of Human Rights.

These require compliance with internationally recognised labour standards, including those established by the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI). These standards explicitly prohibit forced labour, including slavery and human trafficking, as well as unfair wages and working hours, discrimination, and restrictions on freedom of association.



Bunzl plc's governance framework enables the Board to establish and oversee Group-wide policies that are applied consistently across all subsidiaries. These policies are reviewed at least every three years, or more frequently where required, to ensure they remain effective and responsive to evolving legislative, regulatory, and industry expectations, including modern slavery risks.

KEY POLICIES		
1	**BUNZL CODE OF CONDUCT**	Sets out the principles and ethical standards expected of all employees. The Code is communicated in local languages and integrated into the onboarding process for all new hires.
2	**ETHICAL SOURCING POLICY**	Outlines Bunzl's approach to responsible sourcing and defines requirements for supplier engagement, evaluation, and auditing, including compliance with the Supplier Code of Conduct. Further detail is provided in the Managing Our Supply Chain section of this Statement.
3	**SPEAK UP POLICY**	Provides clear procedures for employees to confidentially report concerns about non-compliance with the Code of Conduct, company policies, or applicable laws. 'Speak Up' posters with reporting instructions are displayed at all facilities, including information on how to report matters confidentially and anonymously. In 2025, a total of 157 whistleblowing reports were made globally, none of which were associated with modern slavery or other material concerns.
4	**INCLUSION AND BELONGING POLICY**	Sets out our commitment to fostering an inclusive workplace where diversity is respected and all individuals are treated fairly and with dignity. The policy reinforces our zero-tolerance approach to discrimination at all levels of the organisation, with local HR policies aligned to reflect regional requirements while upholding Group-wide expectations.

MODERN SLAVERY AND HUMAN RIGHTS RISKS

RISKS IN OUR DIRECT OPERATIONS

Bunzl Asia-Pacific's operations are primarily based in Australia and New Zealand and focus on the procurement, consolidation, and distribution of manufactured goods. Given the nature and geographic location of our activities, we consider the risk of modern slavery within our direct operations to be low.

However, we recognise that human rights risks may arise in any market and across different forms of labour, including subcontracted labour or vulnerable workers.

As outlined in the Policies and Standards section of this Statement, our policies are aligned with the UN Universal Declaration of Human Rights, applicable local legislation, and internationally recognised labour standards. These frameworks are designed to support fair and equitable treatment across our workforce.

Across our operations in Australia and New Zealand, businesses maintain processes to verify employees' right to work, supported by internal controls and regular monitoring. Bunzl does not charge employees any fees in relation to recruitment. In the limited instances where employee sponsorship is required, all associated costs are borne by Bunzl.

MANAGING RISKS IN OUR DIRECT OPERATIONS

POLICY MONITORING

Implementation of our policies is overseen by both our Human Resources and Finance teams, including Internal Controls. These controls are complemented by an annual self-assessment process, which evaluates key areas of our modern slavery framework, including policy implementation, employee awareness, and communication of the Bunzl Code of Conduct.



EMPLOYEE TRAINING

Training forms a key component of our approach to prevention and awareness. A dedicated Training and Development function supports the delivery of role-specific learning across the business. All employees are required to complete Corporate Responsibility Training as part of onboarding, with refresher training every three years.

This training covers core policies, including the Code of Conduct, Anti-Bribery & Corruption, the Speak Up (whistleblower) Policy, and expectations relating to supplier engagement.

In addition, targeted e-learning modules are provided to employees in higher-risk roles, including management, procurement, and sales executives. These modules focus on identifying and managing modern slavery risks, understanding supplier standards, and responding to potential issues.

Further supporting this approach, Group-level social risk training materials are made available across our businesses to build awareness of modern slavery risks and the controls in place to mitigate them. Bunzl's Global Supply Chain Solutions team, which includes trained social compliance auditors, also plays an important role in supporting capacity building and ongoing guidance.

RISKS IN OUR SUPPLY CHAIN

We recognise that social risks, including modern slavery, may arise at any stage of the supply chain, from the sourcing of raw materials through to manufacturing, packaging, and distribution. While the majority of our suppliers are located close to our operating businesses, a proportion of goods are sourced from regions where the risk of forced labour, child labour, and other forms of exploitation is considered higher under international standards.



In 2024, we expanded our global modern slavery assessment methodology to incorporate a broader range of environmental, social, and governance (ESG) issues, including bribery, environmental impact, and health and safety. This updated methodology now incorporates these broader ESG factors alongside modern slavery risk considerations.

Developed in partnership with LRQA, this model assesses inherent risk at both country and product level. Country ESG risk ratings evaluate sourcing regions using 38 indicators across five key areas: labour practices, health and safety, environmental performance, business ethics, and management systems.

To further strengthen supply chain risk identification, Bunzl leverages data-driven tools to enhance visibility across its supplier network. This includes the use of supply chain intelligence platforms that integrate trade, supplier, logistics, and compliance data to support the identification of potential risks, disruptions, and emerging issues.

These tools enable Bunzl to better understand complex supply chain relationships, identify higher-risk entities, and support more targeted due diligence and audit planning. By enhancing transparency and data integration, Bunzl continues to improve its ability to proactively identify and respond to modern slavery and broader ESG risks within its supply chain.

CASE STUDY

STRENGTHENING SUPPLY CHAIN RISK VISIBILITY THROUGH DATA ANALYTICS

To support improved identification and management of supply chain risks, Bunzl utilises supply chain intelligence tools that consolidate and analyse data from across supplier, trade shipping, and customs sources.

These tools are used by Bunzl's global sourcing team to enhance visibility across complex, multi-tier supply chains and support the identification of potential compliance risks, disruptions, and emerging issues. By bringing together multiple data sources into a single view, Bunzl is better able to prioritise due diligence activities and target higher-risk areas within the supply chain.

While this capability is led at Group level, insights from these tools support a more informed, risk-based approach to supplier engagement and assessment across regions, including Asia-Pacific.

Product risk is assessed using the same five ESG categories, with additional weighting applied to goods identified on the U.S. Bureau of International Labor Affairs (ILAB) List of Goods Produced by Child Labor or Forced Labor, helping to highlight sectors linked to higher levels of exploitation.

OUR INHERENT SUPPLIER RISK ASSESSMENTS DRAW ON THREE PRIMARY DATA SOURCES		
1	**AUDIT DATA**	Insights from over 20,000 social and environmental audits conducted across our global supply chain, analysed by country, sector, province or state.
2	**PUBLIC DATA**	Information from NGOs and multilateral organisations, complementing audit data, particularly in areas where audit coverage may be limited.
3	**EIQ SENTINEL DATA (LRQA)**	Web-based intelligence, including news reports, public records, and sanctions data, providing real-time visibility into emerging risks at the company, product, and country level.

Despite expanding the assessment scope to include wider ESG factors, our analysis confirms that modern slavery-related risks (including forced labour, child labour, excessive working hours, and unsafe working conditions) remain the most significant risks within our supply chain. These insights reinforce the importance of our global audit programme, led by our Global Supply Chain Solutions team based in Shanghai.

The findings from this updated risk assessment are informing the evolution of our responsible sourcing programme from 2026 onwards, supporting a more proactive and data-driven approach to risk identification and mitigation.



MANAGING RISKS IN OUR SUPPLY CHAIN

Given our central role in the value chain, Bunzl recognises the importance of embedding strong ethical practices across our supply base. Our approach to identifying and addressing modern slavery risks is underpinned by a structured, risk-based due diligence framework, supported by supplier assessments, audit programmes, and ongoing engagement.

These activities are led by both our regional procurement teams and our Global Supply Chain Solutions team, a specialised group of trained auditors with expertise in identifying and assessing social risks. Based in Shanghai, the team provides oversight of sourcing regions classified as higher risk and supports the consistent application of Group standards.

Supplier countries are assessed and ranked based on inherent risk, enabling us to prioritise due diligence activities and allocate resources proportionately. This ensures that suppliers operating in higher-risk environments are subject to more frequent and detailed assessments.

OUR SUPPLY CHAIN DUE DILIGENCE IS STRUCTURED AROUND FOUR KEY ELEMENTS



93% of global spend in high-risk regions is with assessed and compliant suppliers

1,430 suppliers assessed in 2025 globally

Global Supply Chain Solutions team in Shanghai with specialist internal auditors

STANDARDS & GOVERNANCE

Our expectations in relation to human rights and modern slavery are set out in the Bunzl Supplier Code of Conduct. Adherence to this Code is a condition of doing business with Bunzl. The Code is provided to all suppliers and is available in more than 15 languages to support accessibility and understanding, particularly in higher-risk regions.

Suppliers are expected not only to comply with the Code in their own operations, but to also apply these standards throughout their own supply chains, including to subcontractors and sourcing partners. In countries identified as high-risk, the Code is reissued annually, and suppliers are required to formally confirm their acknowledgement and commitment.

To strengthen oversight and transparency, Bunzl continues to enhance the use of digital systems to distribute, track, and monitor supplier acknowledgements and compliance.

THE KEY ELEMENTS OF THE SUPPLIER CODE OF CONDUCT INCLUDE

Compliance with internationally recognised labour standards as defined by the ILO and ETI, which specifically prohibit child labour, forced labour (including slavery and human trafficking), unfair wages and working hours, discrimination and restriction on freedom of association.

A requirement for suppliers to conduct business with integrity, in compliance with all applicable laws and regulations relating to fraud, anti-bribery and corruption.

TELL ME PROGRAMME

Bunzl also maintains a supplier-facing reporting mechanism ("Tell Me") which enables suppliers and, where applicable, workers within the supply chain to raise concerns confidentially. Information on this process is communicated through the Supplier Code of Conduct, supplier training, and regular integrity communications, particularly for higher-risk suppliers. Reports are overseen by regional and global sourcing, HR, and Corporate Responsibility functions, supporting timely escalation, investigation, and remediation of potential issues.

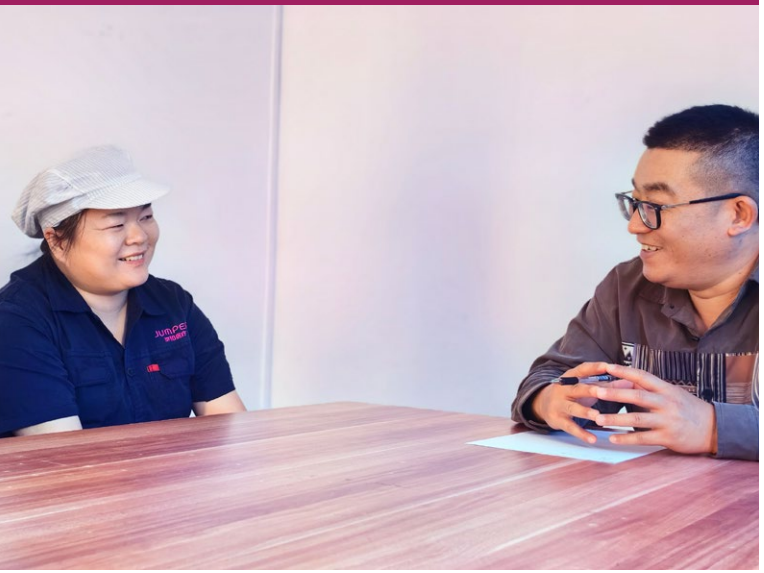
TO SUPPORT ACCOUNTABILITY

Suppliers are expected to report any actual or suspected breaches of the Code, applicable laws, or misconduct involving Bunzl employees. Reports can be made directly to the relevant local Bunzl subsidiary. If that is not appropriate or feasible, reports can be submitted confidentially to our head office via email at TellBunzl@bunzl.com

SUPPLIER ASSESSMENT

Bunzl's Global Supply Chain Solutions team, based in Shanghai, conducts regular audits of direct suppliers across Asia and other high-risk sourcing regions. These audits are designed to assess compliance with Bunzl's human rights and ethical standards.

The audits cover a broad range of risk areas, including child labour, forced or bonded labour, disciplinary practices, management of homeworkers and foreign migrant workers, freedom of association, wages, working hours, and health and safety.



High-risk suppliers are audited on a 1–3-year cycle, determined by country and product risk, supplier spend, and previous audit performance, with Self-Assessment Questionnaires used between audits where appropriate. Standard audits are conducted over one day by a single auditor, but occasionally by two auditors for larger or more complex facilities.

Enhanced audits take place over two days. The type of audit (standard or enhanced) is determined based on factors such as supplier size, number of employees, and supplier spend.

AUDITS INCLUDE FOUR CORE COMPONENTS	
1 **POLICY REVIEW**	Review of key policies and procedures, including anti bribery and corruption, and alignment with the Supplier Code of Conduct.
2 **SITE INSPECTION (FACTORY TOUR)**	Physical inspection of facilities to identify potential risk areas and inform further reviews.
3 **EMPLOYEE INTERVIEWS**	Confidential interviews with randomly selected workers to assess working conditions, freedom of movement, salary, and working hours.
4 **DOCUMENT REVIEW**	Verification of employment records, including working hours, salary payments, and contractual agreements

Our audit methodology is regularly reviewed to ensure alignment with external best practice and evolving risk expectations. Following an independent review, LRQA confirmed that Bunzl's auditing checklist is equivalent in scope and content to the SMETA standard, a leading external auditing framework.

Bunzl is in the process of transitioning to a more dynamic, risk-based audit model. This new approach enables audit frequency and scope to be more closely aligned with supplier risk profiles.

Under this model, suppliers operating in higher-risk regions or sectors are assessed on a more frequent cycle, typically every one to three years, depending on factors such as country and product risk, supplier performance, and level of engagement. Strong-performing suppliers may be subject to reduced audit frequency, while suppliers with identified non-conformances or Zero Tolerance findings are subject to increased monitoring and oversight.

Between audit cycles, self-assessment questionnaires (SAQs) may be used to support ongoing monitoring where appropriate. Supplier selection is informed by global risk indicators, ensuring coverage extends beyond geography to include sectors and activities with elevated risk.

This enhanced approach supports a more targeted allocation of resources and strengthens Bunzl's ability to proactively manage supply chain risks.



THE KEY RISK AREAS AND HOW THEY ARE COVERED BY OUR AUDITS			
RISK AREA	**KEY AUDIT POINTS**	**EXAMPLE COUNTRIES WITH INCREASED RISKS**	**EXAMPLE PRODUCTS WITH INCREASED RISKS**
CHILD LABOUR AND YOUNG WORKERS	Completeness of employee rosters and registration of young workers.	• India • Malaysia • Taiwan • Thailand • China • Pakistan • Vietnam	• Wearing apparel • Janitorial equipment • Personal safety and protection equipment • Paper and packaging materials
	Policies and observed practices against child labour and on young workers, including a review of young workers' work requirements.		
FORCED LABOUR AND DISCIPLINARY PRACTICES	Policies and observed practices against forced labour, physical punishment, discrimination, harassment & abuse.		
	Payment of deposits or debts to supplier or recruitment agency.		
	Any non-voluntary overtime work, ID card or passport confiscation or any physical containment of workers.		
MIGRANT WORKERS (INCLUDING DOMESTIC)	Recruitment practices, employment and living conditions.		
	Confiscation of the ID card or passport/legal certificate to work of foreign migrant worker.		
FREEDOM OF ASSOCIATION	Right of employees to join or form trade unions and to bargain collectively.		
	Facilitation of means for independent and free association and bargaining, when right to freedom of association and collective bargaining is restricted under law.		
WAGES AND WORKING HOURS	Timely payment of normal and overtime wages and meeting minimum wage standard, no illegal or unreasonable wage deductions.conditions.		
	Sufficient rest hours and days, daily and monthly overtime controlled within legal requirements.		
FIRE SAFETY	Adequacy, availability and maintenance of fire extinguishers, fire alarm, emergency lights, emergency exits, training and evacuation plan in workers' language.		
	Dormitory located in a building separated from the workshops and warehouses.		
SAFETY AND ENVIRONMENT	Machine guarding, warning labels and procedures to operate equipment.		
	Protection from exposure to hazardous materials and provision of personal protective equipment.		

The table below outlines how our risk assessment methodology is applied. This approach is currently based on insights from our previous risk assessment conducted in collaboration with the NGO Stop the Traffik in 2021. From 2026, this methodology will be refined using the results of our latest risk assessment.

HOW OUR RISK ASSESSMENT METHODOLOGY IS APPLIED SUPPLIERS		
DESCRIPTION	**COUNTRIES & PRODUCT SECTORS**	**RISK MITIGATION**
Suppliers operating in (very) high risk countries regardless of product risk sector. Aligned with Bunzl's responsible sourcing framework.	Most Asian countries. Key countries outside of Asia are Brazil, Turkey and Mexico.	Standard or enhanced Bunzl audit process, as part of the Group's responsible sourcing framework. The type of audit (standard or enhanced) is determined based on product risk sector and other factors such as spend and number of employees at the supplier location. These suppliers are provided with Bunzl's Supplier Code of Conduct.
Suppliers operating in lower risk countries.	In various countries such as Australia, New Zealand, USA, UK, France and the Netherlands.	These suppliers are provided with Bunzl's Supplier Code of Conduct. In addition to the audits conducted at Group level, regional businesses, including Bunzl Asia-Pacific undertake strategic assessments and engages with these suppliers locally.

NUMBER OF AUDITS CONDUCTED OVER TIME						
AUDITS	**GLOBAL**					
	2020	**2021**	**2022**	**2023**	**2024**	**2025**
AUDITS CONDUCTED	680	754	930	1,022	1,175	1,430
AUDITS WITHOUT CRITICAL ISSUE	604	677	834	956	1,075	1,332
AUDITS WITH CRITICAL ISSUE	61	77	96	66	100	98
TERMINATED SUPPLIERS	15	10	16	10	8	4

In 2025, Bunzl assessed 1,430 suppliers globally, with 1,332 audits identifying no critical issues. Where assessments identify Zero Tolerance breaches, including instances of forced labour or wage violations, Bunzl works closely with suppliers to implement corrective actions within a reasonable timeframe (usually six months). Where sufficient progress is not achieved, relationships are terminated. In 2025, four contracts were terminated.

The effectiveness of the audit programme is overseen by our Global Supply Chain Committee (see Governance section), with regular reporting to the Group Sustainability Committee and the Bunzl plc Board. These governance processes ensure consistent oversight of supplier performance, identification of systemic risks, and accountability for remediation outcomes.

CORRECTIVE ACTION AND REMEDIATION

Bunzl's Global Supply Chain Solutions team in Shanghai works closely with suppliers, alongside senior management and regional procurement teams, to ensure compliance with our ethical sourcing standards. When non-conformances are identified, appropriate corrective actions are implemented to address the issues.

Suppliers that do not meet all requirements following an initial assessment are given a defined timeframe, appropriate to the nature and severity of the issue, to achieve full compliance. Progress is actively monitored, and suppliers may be subject to enhanced oversight during the remediation process.

Bunzl maintains a zero-tolerance approach to unacceptable practices at any site used in the production or sourcing of our products. These include the use of child, forced or bonded labour, illegal discrimination, wages below legal minimums, excessive working hours without adequate rest, and any other breach of applicable labour standards. Where suppliers fail to demonstrate sufficient improvements within the required period, business relationships are terminated.

In 2025, 98 suppliers globally underwent remediation efforts to correct identified unacceptable non-conformities. Four suppliers did not make sufficient progress to address the concerns, and relationships with these suppliers were subsequently ceased.

Bunzl is a member of the Responsible Labor Initiative (RLI), a multi-industry, multi-stakeholder initiative focused on promoting ethical recruitment and employment practices. Through collaboration with other members, suppliers, and recruitment partners, the RLI works to strengthen due diligence processes and reduce the risk of forced labour in global supply chains.

Bunzl remains committed to working collaboratively with suppliers to address areas of concern and support affected workers. Leveraging our position as a large international company, we seek to drive meaningful improvements in labour standards and remediation outcomes. Where necessary, and as a last resort, we will exit supplier relationships where required standards are not met.

ADDRESSING RECRUITMENT PRACTICES AND WORKER DOCUMENTATION RETENTION

In 2025, a supplier audit in Asia identified non-compliant practices involving the retention of passports belonging to foreign workers, as well as the use of recruitment agencies that had charged workers fees which had not been repaid. These issues are recognised indicators of heightened modern slavery risk, including restriction of movement and the potential for debt-related coercion, and are not permitted under our Ethical Sourcing Policy.

Bunzl required the supplier to take immediate action to address these issues, including returning all personal documents to workers and reimbursing any recruitment-related costs. The supplier was also required to strengthen its due diligence and oversight of labour providers to ensure alignment with responsible recruitment principles.

The supplier remained subject to enhanced monitoring while corrective measures were implemented. Subsequent verification confirmed that the corrective actions had been completed, including the return of passports and reimbursement of affected workers, alongside improvements to recruitment practices.

These outcomes resulted in improved worker protections and brought the supplier into alignment with Bunzl's ethical expectations.

CONTINUOUS IMPROVEMENT

Bunzl recognises that effectively addressing modern slavery risks requires ongoing collaboration and engagement with our suppliers. Our approach focuses not only on identifying and remediating issues but also on preventing them from occurring in the first place. Building strong, trust-based relationships is fundamental to our approach and supports open dialogue and a shared commitment to continuous improvement.

We regularly deliver supplier training and engagement events, particularly in Southeast Asia, where a significant portion of our higher-risk suppliers are located. These programmes are designed to reinforce Bunzl's zero-tolerance approach to modern slavery and labour exploitation, share examples of good practice from across our supply base and build broader awareness of social compliance requirements.

These sessions are typically delivered over one or two days and include a combination of presentations, interactive workshops, and open discussions. This format encourages practical learning, collaboration, and the sharing of challenges and solutions among suppliers in an informal and supportive setting.

In addition to group training events, Bunzl engages directly with suppliers through targeted, one-on-one training. This approach has proven effective in supporting suppliers to address specific issues, accelerate improvements, and strengthen long-term relationships.

TRAINING HIGHLIGHTS FROM 2025



In 2025, Bunzl delivered two supplier training sessions, including one in Vietnam, and its first virtual training session in China.

A total of 90 suppliers participated, representing a wide range of product categories.

The sessions were attended by a mix of existing, new, and prospective vendors and were designed to strengthen understanding of Bunzl's expectations in relation to social accountability and quality management.

A variety of workshops were held to increase understanding and awareness of these topics, and to provide targeted guidance to help attendees identify and mitigate modern slavery risks within their own operations and extended supply chains.

ENHANCING SUPPLY CHAIN TRACEABILITY



During 2025, Bunzl participated in a pilot initiative with a customer to explore the use of product traceability testing to better understand the origin of raw materials used in textile supply chains.

The pilot highlighted the complexity of multi-tier supply chains, where finished products may incorporate materials sourced through multiple intermediaries, including mills, processors, and brokers. This can limit visibility over the origin of raw materials and reinforces the importance of robust due diligence and traceability approaches.

Insights gained from this initiative have supported Bunzl in further understanding supply chain transparency challenges

and exploring additional tools and approaches to strengthen visibility and risk identification across complex sourcing networks.

PROGRESS MADE

As part of Bunzl plc, Bunzl Asia-Pacific continues to contribute to global progress in managing modern slavery risks across our operations and supply chains. A summary of key progress achieved during the 2025 reporting period is outlined in the table, with further detail provided throughout this Statement.



CODE OF CONDUCT	We have continued to embed the Bunzl Code of Conduct across our business, ensuring it is communicated to all employees and supported by mandatory training and learning modules.
GRIEVANCE MECHANISMS	No reports received through the Speak Up or Tell Bunzl channels during the reporting period related to modern slavery concerns.
SUPPLIER ASSESSMENTS AND REMEDIATION	In 2025, 1,430 suppliers were assessed globally (2024: 1,175), with 1,332 audits identifying no critical issues. We worked with 98 suppliers to implement corrective actions and support improvements to meet Bunzl's standards.
ZERO TOLERANCE AND SUPPLIER EXIT	We terminated relationships with four suppliers during 2025 after failing to demonstrate sufficient progress in addressing identified non-conformances.
PROGRESS AGAINST SOURCING TARGETS	93% of global spend on products from high-risk regions was sourced from assessed and compliant suppliers, achieving Bunzl's target established in 2021.
RESPONSIBLE SOURCING PROGRAMME	During the year, Bunzl reviewed and strengthened its responsible sourcing programme to support a more proactive and data-driven approach to identifying and mitigating risks, improving supplier performance, and aligning with evolving regulatory expectations.
SUPPLIER ENGAGEMENT AND TRAINING	Two supplier training initiatives were held during 2025 to strengthen awareness of Bunzl's requirements and support improved social compliance outcomes across the supplier base.

NEXT STEPS

Bunzl remains fully committed to continuously improving its approach to responsible sourcing and the prevention of modern slavery across its operations and supply chain.



BUILDING ON PROGRESS ACHIEVED IN 2025, OUR KEY PRIORITIES FOR 2026 INCLUDE

Continue to increase supplier engagement processes

to maintain and exceed our KPI of sourcing at least 90% of spend in high-risk regions from assessed and compliant suppliers.

Further embed a proactive, risk-based approach

to identifying and addressing modern slavery risks, including deeper analysis of recurring issues and targeted engagement with higher-risk suppliers.

Implement the next phase

of our responsible sourcing programme, incorporating updated standards, policies, and processes informed by our recent global supply chain risk assessment. This includes enhancements to supplier assessment methodologies, audit frequency, and supplier code requirements.

Continue to expand capacity building and supplier training

in high-risk regions by organising supplier conferences. We have already organised one engagement event in Thailand for 2026.



BUNZL

LEVEL 2 /700 SPRINGVALE ROAD,
MULGRAVE, VIC 3170
PO BOX 379, MULGRAVE, VIC 3170
info@bunzl.com.au