

Statement on Modern Slavery 2025

BASF Australia Ltd

This statement is made on behalf of BASF Australia Ltd (**BASF**) and its wholly owned subsidiaries Nunhems Australia Pty Ltd and BASF Coatings Pty Ltd. BASF, as part of the BASF SE group of companies (the **BASF Group**)¹, is committed to the abolition of forced labour, slavery and human trafficking. This statement sets out the steps BASF and the BASF Group have taken during their financial year to monitor and address the modern slavery and human trafficking risks in their operations and supply chains.

This statement is made in accordance with Section 13 of the *Modern Slavery Act* (Cth) 2018 (the **Act**).

Modern slavery refers to situations where one person has taken away another person's freedom – their freedom to control their body, their freedom to choose to refuse certain work or to stop working – so that they can be exploited. Freedom is taken away by threats, violence, coercion, abuse of power and deception. The definition of modern slavery in the Act is adopted in our statement, which includes slavery, servitude, forced labour, debt bondage, forced marriage, trafficking of persons, deceptive recruitment practices for labour/services, and the worst forms of child labour.

This statement has been prepared in consultation with BASF's dedicated human rights team, the functional leaders of the BASF business divisions, the executive leadership team and directors of the entities on behalf of whom this statement is made.

This statement was approved by BASF's board of Directors on 18 August 2025.

¹ BASF SE is the ultimate parent of BASF Australia Ltd, Nunhems Australia Pty Ltd and BASF Coatings Pty Ltd. A reference to the BASF Group includes BASF SE and its related entities.

1. About BASF

The BASF Group is committed to the abolition of forced labour, slavery and human trafficking. As the world's leading chemical company, the BASF Group strives to achieve economic success together with environmental protection and social responsibility. Through science and innovation, we enable our customers in nearly every industry to meet the current and future needs of society. This is reflected by BASF's corporate purpose "We create chemistry for a sustainable future". We live our corporate purpose by:

- sourcing and producing responsibly;
- acting as a fair and reliable partner; and
- connecting creative minds to find the best solutions for market needs.

BASF will not tolerate any form of engagement in forced labour, slavery or human trafficking by its employees, suppliers, vendors or other stakeholders.

2. BASF's organizational structure, operations and supply chains:

a. Operations and organisational structure

The BASF Group has companies in more than 90 countries and supplies products to customers in nearly every part of the world. BASF's portfolio comprises, as core businesses, the segments Chemicals, Materials, Industrial Solutions and Nutrition & Care. BASF's standalone businesses are bundled in the segments Surface Technologies and Agricultural Solutions. In the 2025 business year, sales stood at €59,7 billion and around 95,000 employees in the BASF Group contributed to the success of our customers in nearly all sectors and almost every country in the world.

BASF posted sales of around €367 million in Australia and New Zealand in 2025, serving key industries in the agriculture, coatings, manufacturing and mining sectors. At the end of 2025, BASF had 346 employees and operated 6 production sites across manufacturing and agricultural solutions, performance products and functional materials and solutions. BASF has been active in Australia for almost 100 years, and in New Zealand for over 65 years. Further information is available at: www.basf.com/au.

b. Organisational Structure: Entities controlled by the Reporting Entity

BASF SE is the ultimate parent of the BASF Group. BASF is the reporting entity that owns and operates BASF's operations in Australia. Nunhems Australia Pty Ltd is a wholly owned subsidiary of BASF. Nunhems Australia Pty Ltd is BASF's vegetable seeds business which operates under the Nunhems brand. BASF Coatings Pty Ltd is the other wholly owned subsidiary of BASF. BASF Coatings Pty Ltd is the Australian division of BASF SE's global coatings division focusing on the development, production and marketing of innovative and sustainable automotive OEM and refinish coatings, decorative paints as well as applied surface treatments for metal, plastic and glass substrates in a wide range of industries. Nunhems Australia Pty Ltd and BASF Coatings Pty Ltd operate closely with BASF and share the BASF Group's governance processes and commitments to protecting human rights.

3. Identifying the risks of modern slavery practices in BASF's supply chains

BASF recognises that with broad supply chains there is a risk of being linked to human rights violations, including modern slavery, mainly through operators deeper in our supply chains. BASF's supply chains extend beyond Australia to many countries, including some that are considered high-risk countries. BASF recognises that in the context of its operations, the mining and agricultural industries are

industries in which the risks of child labour and the exploitation of workers exist, and continued due diligence is required to ensure BASF is sourcing its products responsibly.

4. BASF's Human Rights Risk Management and our actions to address modern slavery risks

Our approach to modern slavery is global and is driven by a top-down approach from the Board of Directors of BASF SE. The board of BASF SE is responsible for the overall direction of our strategy to address modern slavery. The BASF Group's Chief Human Rights Officer oversees the overarching risk management system and reports regularly to the Board of Executive Directors and the Audit Committee on human rights issues. The overarching governance of human rights due diligence at BASF is the responsibility of our Compliance unit. In addition, various specialist units are responsible for steering specific human rights topics. Experts in the fields of international labour and social standards, environmental protection, health and safety, as well as corporate security work on a risk-oriented basis to ensure that we respect the relevant human rights in our own activities. Our internal cross-unit Human Rights Expert Working Group, managed by the Compliance unit, facilitates close collaboration between the above-mentioned specialist units and specialists from further areas. The board of directors of BASF is responsible for the oversight and approval of our Australian modern slavery statement.

As part of the ongoing actions, the BASF Group has systems in place to:

- Identify and assess risk areas in our business operations and supply chains.
- Mitigate the risk of modern slavery occurring in our business operations and supply chains.
- Monitor risk areas in our business operations and supply chains.
- Remediate harm caused.
- Encourage the reporting of modern slavery risks.
- Protect those reporting through grievance mechanisms.

Our Human Rights Advisory Council² is a source of additional external human rights expertise for us. The Council, which comprises independent international human rights experts, meets several times per year. The trust-based dialogue on human rights topics helps us to better understand different perspectives and to deal more openly with critical situations.

Acting on our responsibility for respecting human rights, we rely on a systematic, integrated, risk-based approach and established monitoring and management systems. As we regard human rights due diligence as a continuous task, we review our due diligence mechanisms regularly and upgrade them where required.

² <https://www.basf.com/global/en/who-we-are/sustainability/responsibility-for-society-and-nature/human-rights>

5. BASF's Code of Conduct and Supplier Code of Conduct

We are strictly committed to high standards of legal compliance and business ethics. In our Code of Conduct³ and the BASF Group's Policy Statement on Human Rights⁴, we commit to respecting internationally recognized human rights in our own operations and embrace our responsibility to foster respect for human rights with our business partners along the value chain.

BASF expressly prohibits any form of child or forced labour, including slavery and human trafficking. These topics are part of our analyses and requirements because we operate in countries where forms

of child and forced labour exist. To prevent incidents of child or forced labour within our company, we identify and address these risks and take the appropriate preventive measures.

As set out in BASF's Global Code of Conduct, BASF actively pursues sustainable value creation, which means striving to positively contribute to the protection and promotion of human rights and people's wellbeing. BASF strives to avoid causing or contributing to adverse human rights impacts in its own operations and, moreover, seeks to ensure that the conduct of all its employees is consistent with internationally agreed upon standards of human rights and international labour standards (ILS).

- BASF's Code of Conduct firmly embeds the importance of compliance with laws and ethical business practices. BASF acts in accordance with clearly defined values and standards of conduct that comply with or go beyond the requirements of laws and regulations and takes internationally recognised principles into account. Our strategies relating to our workforce are in accordance with the following internationally recognised standards for responsible business conduct:
 - United Nations' (U.N.) Universal Declaration of Human Rights
 - U.N. International Covenant on Civil and Political Rights
 - U.N. International Covenant on Economic, Social and Cultural Rights
 - Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO)
 - Tripartite Declaration of Principles Concerning Multinational Enterprises (MNE Declaration) and Social Policy of the ILO
 - the ten principles of the UN Global Compact
 - U.N. Guiding Principles on Business and Human Rights
 - OECD Guidelines for Multinational Enterprises
 - Responsible Care® Global Charter of the International Council of Chemical Associations (ICCA)

As a participant in global value chains, BASF demands that its partners respect human rights and the associated ILS. BASF requires that its suppliers, contractors and vendors comply with all applicable laws, including those relating to labour practices and forced labour. BASF recognises that as a participant in global supply chains, BASF is dependent on its partners complying with applicable laws. Accordingly, BASF expects its suppliers, contractors and vendors to fully comply with all applicable laws, including those relating to labour practices and forced labour, and to adhere to internationally recognised human rights as well as environmental, social and corporate governance standards ("ESG Standards") as laid down in particular in international conventions. We also expect our suppliers to implement these standards with their suppliers and subcontractors. BASF's Supplier Code of Conduct⁵ reflects the expectation that suppliers fight forced labour. If BASF becomes aware of credible information about any form of forced labour, human trafficking or slavery by its suppliers or vendors, it will conduct a thorough investigation and, if appropriate, take corrective measures.

BASF is aware of the need to incorporate modern slavery considerations into its procurement processes. Accordingly, all managed purchases are processed through purchase orders that include terms linking the Suppliers' obligations under the purchase order contracts to the BASF Supplier Code of Conduct. For example, when sourcing is managed through BASF's procurement bidding tool (*Mercanis*), a copy of the Supplier Code of Conduct is included as a project document that participating bidders are required to acknowledge. For purchases from higher-risk industries such as cleaning services, labour hire and facilities management, the Supplier Code of Conduct is shared directly with the supplier at the point of engagement.

BASF also issues supplier quality assurance questionnaires to its suppliers which include social sustainability questions covering forced labour, child labour, freedom of association, human rights and anti-corruption. However, BASF acknowledges that a self-declaration format has inherent limitations. BASF is working to supplement these questionnaires with more robust verification for higher-risk suppliers, including physical or third-party audits, and to ensure that at least two qualified supply options are maintained for all key materials so that single-source dependency does not compromise BASF's ability to act on modern slavery concerns.

³ <https://www.basf.com/global/en/who-we-are/organization/management/code-of-conduct>

⁴ <https://www.basf.com/global/en/who-we-are/sustainability/responsibility-for-society-and-nature/human-rights/policy-commitment>

⁵ <https://www.basf.com/global/en/who-we-are/organization/suppliers-and-partners/sustainability-in-procurement/supplier-code-of-conduct>

6. Due diligence processes in relation to slavery and human trafficking

a. International Labour Standards (ILS), Management Process and Monitoring

BASF's group-wide requirement on respect for ILS is derived from the UN Guiding Principles on Business and Human Rights (**UNGPs**). As a founding member of the UN Global Compact, BASF is inspired by and supports the UNGPs and respective national equivalents. Based on the BASF ILS requirement, BASF systematically assesses actual or potential gaps with respect to local laws and political or cultural background in all countries in which BASF operates. BASF's ILS requirement includes the prohibition of forced labour.

BASF evaluates its adherence to its voluntary commitments using the monitoring system that has been implemented Group-wide, comprising:

- i. the Global Compliance Hotline for BASF employees and third parties worldwide,
- ii. the survey of its group companies according to a risk-based approach to inspect the prevailing working conditions on a regular basis; and
- iii. close dialogue with stakeholders, such as employee representatives and international organizations.

Part of our central due diligence system is a global, risk-based management process, whereby we monitor relevant changes in national laws of the countries where BASF operates and evaluate them for compliance with international labour and social standards. The results of this comparison as well as any measures taken to implement our requirements on ILSS are tracked and documented. The evaluation is carried out regularly for selected BASF Group companies based on country-specific risk assessments. If there is a heightened inherent risk of violations of workers' and human rights in a country, the Group companies located there are evaluated more frequently. If national laws contain no or lower requirements compared to labour and social standards defined by BASF, action plans are developed to bridge these gaps. In the event of discrepancies between national law and BASF's ILS, we always strive to uphold the higher standard in all areas. If conflicts with national law arise, we aim to act in line with our values and internationally recognized principles without violating the law of the country concerned.

The company also expects third parties, i.e. non-employees such as agency workers and contractors as well as temporary employment agencies to fully comply with applicable laws and to respect ILS. BASF reserves the right to reconsider or terminate business relationships if these expectations are not met. Embedded in BASF's Supplier Code of Conduct is the Commitment Letter for temporary

employment agencies on ILS⁶, building on the ESG standards and reflecting BASF's expectations of third parties to commit to respecting ILL, including no forced labour.

Individual components of our ILS requirements are embedded in the compliance management audits conducted by the Corporate Audit unit.

The BASF diversity and inclusion (D&I) strategy identifies local human rights issues and allocates resources via employee resource groups to raise awareness and advance equality relating to gender, LGBTQI+, indigenous reconciliation and mental health.

⁶ <https://www.basf.com/global/en/who-we-are/organization/suppliers-and-partners/sustainability-in-procurement>

7. Australian Trusted Trader

BASF is accredited with the Australian Border Force as an Australian Trusted Trader. As part of this program BASF employees are required to act in accordance with BASF's policies and procedures which includes verifying those involved in its supply chain via police checks.

8. BASF's workforce, recruitment and labour hire

At BASF, we value a diverse and inclusive workforce and engage people with broad and varied skillsets and life experiences. BASF's recruitment policy ensures that all recruitment is consistent and fair and in accordance with the BASF values. Our HR policies and procedures require all employees to treat each other with respect.

BASF's recruitment process has formal approval gates and uses external expertise to ensure adherence to BASF's policies and procedures. This includes verifying candidates' status including conducting terrorism and right to work checks and ensuring all employment contracts comply with BASF's policies and procedures and Australian employment laws.

As part of BASF's agricultural operations, BASF engages labour hire agencies to employ workers to perform work on BASF's sites, including fieldwork. BASF recognises that the employees engaged by the labour hire agencies often include migrant and unskilled workers who may be at risk of exploitation and may be less aware of their rights and available protections. Within the last years, we increased engagement with our labour hire agencies by updating our contracts to increase the compliance obligations and interviewing them in relation to their awareness of and compliance with modern slavery laws. We further continue to review and build on this engagement by focusing on audit processes and by constantly upholding and further developing ways to ensure these employees are protected from exploitation.

While most of BASF's Australian recruitment is managed by regional colleagues, BASF has identified an increase in job scams in the form of recruiters charging fees to potential candidates. BASF has included a warning against such scams on its career website to help warn against this practice.

9. Training

An additional component of our corporate due diligence is our training concept, which includes targeted group-specific trainings, e-learning modules and a global platform for internal dialogue. Our compliance training program, which includes regular global and local information campaigns as well as details about our Compliance Hotline, is mandatory for all employees worldwide. Training and informational offerings that provide specific knowledge on human rights and ILS to various target groups worldwide also cover compliance topics and the BASF Compliance Hotline.

In the last two years, BASF conducted modern slavery awareness trainings beyond the leadership team and has commenced workshops in awareness, identification and management of modern slavery compliance. BASF's Leadership team receives regular updates on modern slavery obligations and awareness from Corporate Compliance. BASF will continue to build on this training program to ensure the entire workforce is aware of the risks and their responsibilities to assist BASF with all aspects of its modern slavery compliance.

BASF has furthermore expanded its training programme and slavery awareness training has been additionally rolled out to procurement staff, with compliance training provided on an ongoing basis.

10. BASF Compliance Hotline

We particularly encourage our employees to actively and promptly seek guidance if in doubt. Employees can consult their supervisors, specialist units, such as the Legal department, and the BASF compliance officers and representatives. In addition, the internal compliance information platform and the corresponding App provide continuous access to advice through direct contact channels. BASF's Compliance Hotline⁷ serves as a grievance mechanism and is open to all BASF employees as well as external stakeholders, particularly workers in our value chains. BASF's compliance hotline serves as the company grievance mechanism and is open to all BASF employees as well as external stakeholders, particularly workers in our supply chains. The hotline can be used to raise questions or concerns about potential or actual misconduct, as well as to report violations of regulations, laws, BASF requirements or BASF's global Code of Conduct including any concerns about forced labour, human trafficking, slavery, human rights. Reports may address any topic covered by the global BASF Code of Conduct, including human rights and environmental issues. Individuals submitting a report have the option to remain anonymous.

For any concerns, employees can also contact the dedicated compliance officers who are appointed for each country. BASF's compliance officers in the region share experiences and expertise to ensure continual learning and the employment of best practices in dealing with any compliance issue.

To ensure confidentiality, we have contracted an independent external provider to operate this global hotline. Reported cases are systematically documented and processed worldwide using a single, uniform system. The central point of contact is a website informing all employees worldwide about the hotline and the grievance procedure in their national language. In addition to local phone numbers, the website also offers an online contact option, which is available via PC or smartphone. The website is also available to third parties such as suppliers, partners and the public. All relevant information, including the rules of procedure, is publicly available on our website in over 50 languages. We take reports and complaints very seriously and follow up on them. We always aim to respond promptly to violations.

BASF is regularly reviewing the accessibility of its grievance mechanisms to workers employed by suppliers and labour hire agencies at BASF sites. This includes assessing whether multilingual materials, QR codes, and on-site briefings are sufficient to ensure that all workers, including those who do not speak English as a first language, are aware of and able to use the reporting channels available to them.

⁷ <https://secure.ethicspoint.eu/domain/media/en/gui/49157/index.html>.

11. Assessing BASF's actions

BASF acknowledges that monitoring and addressing human rights risks, including modern slavery, is a continual process and obligation. BASF is committed to providing training to its employees to raise awareness of the risks. BASF encourages its employees to maintain vigilance and conduct supplier site audits and monitor compliance with its Supplier Code of Conduct.

We monitor the effectiveness of the processes and procedures to address any human rights risks or violations that our business causes, contributes to, or is directly linked to, in line with the UN Guiding Principles. We will continually assess the effectiveness of our actions in identifying and managing human rights risks, including modern slavery, by tracking our actions and outcomes; partnering with suppliers and other external partners; and undertaking regular internal governance and external assurance processes. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

During FY2025, BASF made progress against its prior commitments. Within Indirect Procurement, the supplier due diligence questionnaire rollout was completed, modern slavery training for procurement staff was delivered on an ongoing basis, and the Supplier Code of Conduct contract clause was rolled into standard procurement processes. All 37 new vendors onboarded during the period were screened through BASF's AI Trust Base compliance tool, with no potential risks identified. BASF's internal questionnaire process has enabled functional teams to report on their actions, identify gaps, and flag areas requiring further investigation, creating a structured feedback loop that informs continuous improvement.

BASF will continue to build on its actions to ensure compliance with its Supplier Code of Conduct, maintaining dialogue with its suppliers and promoting the need for all stakeholders to be aware of the risks, and to know that reporting any instances of actual or suspected breaches of human rights can be made easily, confidentially and without retribution.

Our review of our labour hire arrangements has meant we have been able to improve our level of visibility over the management of workers. We have worked in collaboration with our labour hire agencies to ensure the workers are treated with respect, we make sure they understand the conditions of their employment and their rights, and their obligations to comply with BASF's Code of Conduct, including all health and safety requirements for the protection of the workers, to ensure they understand their rights and that safety is a priority. We have identified this as an area to focus on and we will continue to monitor and manage the risks we identify.

12. Review and looking forward

BASF has focused on enhancing its processes and capabilities. We have integrated human rights-related assessments into our governance and decision-making processes, including, for example, for investments and acquisitions. Our internal cross-unit Human Rights Expert Working Group, managed by the Compliance unit, facilitates close collaboration between specialist units. They regularly discuss the latest topics and developments related to human rights, provide support in the improvement of our internal processes, offer training and advise on challenging issues. Our concept also includes structured collaboration with the operating divisions to identify and actively address division specific risks.

The risks within BASF's operations remained consistent. As an example, within the Indirect Procurement function these risks are mostly related to workforce vulnerability where BASF recognises the vendor workforce could be subject to forced labour, debt bondage, deceptive recruitment and abuse of migration status.

BASF onboarded a total of 37 new vendors in FY2025. As part of the onboarding process, all 37 new vendors were audited through BASF's *AI Trust Base* tool where they were screened for compliance risk. No potential risks were reported.

The Indirect Procurement function ensures all indirect purchases are made via Purchase orders. A copy of this purchase order containing the purchasing terms are automatically sent to the supplier. For all RFQ Tenders that are managed through BASF's procurement bidding tool *Mercanis*, a copy of the Supplier Code of Conduct is added as project document which must be acknowledged by the participating bidders as a condition of bidding. Furthermore, the procurement team ensures that for any purchase order that is created for a good or service from a high-risk industry (most recently for engaging cleaning services, for example), a copy of the Supplier Code of Conduct is shared with that entity directly.

BASF has also been focusing on completing compliance checks and understanding the source of raw materials where the customer is the supplier but not the manufacturer.

In business units that are solely distribution businesses in Australia, with no local manufacturing, monitoring the supply chain risks is supported by BASF's global network. At a local level, where the key engagement is with national warehousing and logistics providers, BASF recognises the need to actively monitor the key risks associated with the engagement of short-term contract workers, migrant workers and outsourced services. In particular, the need to have and maintain clear visibility over the employment practices of third-party labour-hire agencies, ensuring that any visa-holder or migrant worker employed via external agencies is receiving lawful wage rates and fair working conditions, and the risk with outsourced services of lower-tier subcontractors failing to strictly adhere to the *Modern Slavery Act 2018*.

BASF has strict compliance obligations embedded in its contracts with the warehousing and logistics service providers. To fulfill these obligations, service providers are required to identify and manage modern slavery risks, as well as conducting audits on payroll compliance, legal working hours and visa entitlement verifications.

One of BASF's key service providers, for example, provides regular compliance training to its warehouse management and procurement teams, as well as holding regular dedicated internal meetings as a platform for all team members to voice concerns in operations and develop continuous improvement opportunities. BASF also maintains a zero-tolerance policy in relation to fair work and modern slavery compliance and accordingly any vendor found in breach faces immediate suspension of services until a full investigation and remediation plan is completed.

The effectiveness of the risk controls is evaluated using internal metrics and reporting channels including:

- **Audits:** Regular audits are conducted across all branches, typically on a six-month cycle. These audits encompass all systems and team members, ensuring that training, contact information, and operational processes are consistently maintained and adhered to with precision;
- **Training:** An internal training software platform, ensures that all team members remain up to date with company policies, supported by quarterly reminders. Teams across every site are accountable for maintaining their training requirements, ensuring full awareness of policy updates, guidelines, and operational procedures. Compliance is monitored at local site levels and forms a key component of internal audit process; and
- **Internal Reports:** Dedicated meetings provide a structured forum for all team members to raise and discuss operational challenges and identify risks.

Our Human Rights Advisory Council offers access to independent international human rights experts and BASF's General Counsel and Chief Human Rights Officer continues to build on BASF's capabilities to responsibly monitor and report on modern slavery risks to the BASF SE Board of Directors.

Our global corporate target of responsible procurement aims to holistically improve our suppliers' sustainability performance. The supplier target was updated to advance sustainability in the supply chain even more effectively, and to focus on suppliers with an increased risk in terms of sustainability: For the time frame up to 2030, BASF is concentrating on improving sustainability performance of those suppliers that generated inadequate results in evaluations.

In 2026, we intend to:

Engagement with Stakeholders

Maintain and strengthen our engagement with stakeholders at both global and local levels. This includes regular communication with suppliers, contractors, vendors, and labour hire agencies to ensure they are fully aware of BASF's expectations regarding modern slavery compliance.

Code of Conduct

Promote the importance of compliance with our Supplier Code of Conduct, which explicitly prohibits forced labour, slavery, and human trafficking, and requires compliance with all applicable laws and international labour standards.

Supplier Code of Conduct

Conduct Supplier Code of Conduct onboarding and refresher training. The training is aimed at refreshing BASF employees' knowledge of the Supplier Code of Conduct, the importance of sharing it with potential and engaged suppliers, and monitoring compliance throughout the term of the engagement, and how it should be shared with all suppliers.

Continue to engage with the regional and global teams to share best practices to address modern slavery risks with the leadership teams and all colleagues.

Risk Assessments

Review and enhance our modern slavery risk assessments by increasing engagement with employees and stakeholders. This will involve more frequent and in-depth assessments of suppliers and labour hire agencies, including site visits and compliance checks.

Develop formal remediation frameworks setting out the steps BASF will take when a supplier is found to be non-compliant with modern slavery requirements, including where the supplier is a sole-source provider.

Strengthen supply chain mapping beyond tier-1 for priority commodities, focusing on higher-risk geographies and processing chains where BASF's direct supplier is not the manufacturer.

BASF is aware that its products are supplied to customers operating in sectors and regions where modern slavery risks may be present, including large-scale agriculture, contract harvesting and mining. BASF will consider how customer and end-use market risks can be incorporated into its broader modern slavery risk framework.

Modern Slavery awareness training

Continue the roll-out of modern slavery awareness training beyond the leadership team to include workshops and targeted training sessions designed to increase awareness, improve identification of risks and promote best practices in managing modern slavery compliance.

Embedding contractual compliance requirements

BASF has completed the process of updating all procurement contracts with modern slavery compliance requirements. BASF will continue to update new and renewed contracting arrangements to ensure clear modern slavery compliance requirements are embedded in the contracts.

Encourage reporting

Continue to raise awareness of the Global Compliance Hotline and the ability to report anonymously among our employees and stakeholders. BASF will continue to encourage the reporting of modern slavery risks.

Review accessibility of grievance mechanisms for remote workers, including those at supplier sites, ensuring that workers in BASF's value chain, not only BASF employees have accessible, safe channels to report concerns.

Prepare for anticipated reforms to the Australian Modern Slavery Act, including continuing to review and improve our due diligence processes and reviewing areas for improvement.

Summary

In 2026, BASF will continue to encourage the identification, assessment and reporting of modern slavery risks. BASF will continue to expand the training in and development of methods to address modern slavery risks. Compliance obligations will be further embedded in BASF's contractual relationships and processes will be reviewed to ensure that all employees and stakeholders understand their responsibilities and to ensure risks are effectively managed.

This statement is made pursuant to Section 13 of the *Modern Slavery Act 2018* (Cth) and constitutes the modern slavery human trafficking statement of BASF Australia Limited for the year ended 31 December 2025 as approved by BASF Australia Limited's Board of Directors.



Dr Alireza Rezai
Managing Director
BASF Australia Ltd
August 2026

<https://www.basf.com/global/en/who-we-are/sustainability/responsibility-for-society-and-nature/human-rights>