

MODERN SLAVERY STATEMENT

Introduction

BEUMER Group Australia Pty Ltd (BAU) is a subsidiary of BEUMER Group committed to operating responsibly and ethically, ensuring that modern slavery and human trafficking do not occur within our operations or supply chains. This statement outlines our actions to assess and address modern slavery risks, in alignment with the Modern Slavery Act 2018 (Cth).

As part of the manufacturing industry, BAU recognises that it has a responsibility to take a robust approach to slavery and human trafficking. BAU is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Structure, Operations, and Supply Chains

BEUMER Group is an international leader in the design and manufacture of intralogistics systems for conveying, loading, palletising, packaging, sortation, and distribution. Founded in 1935, with approximately 5,400 employees worldwide, and annual sales of about EUR 950 million, we are privately owned and headquartered in Germany.

BAU operates across material handling, logistics and packaging technology, providing solutions and services to clients within Australia and New Zealand. Our Supply Chain is responsible for the end-to-end procurement of goods and services, ensuring timely delivery and compliance with relevant standards and regulations.

BEUMER Group Australia Pty Ltd is governed by a Board of Directors, which serves as the principal governing body. The Board is responsible for overseeing the company's strategic direction, compliance obligations, and corporate governance. This structure ensures that key decisions, including the approval of this Modern Slavery Statement, are made at the highest level of accountability.

Risks of Modern Slavery Practices

In line with the guidelines used at the BEUMER Group level, we have identified some areas within our supply chain that may pose a risk of modern slavery. These include:

- **Geographical Risks:** Countries with lower regulatory standards on labour rights.
- **Supplier Risks:** Working with suppliers that may have limited visibility or control over their own supply chains.

Actions to Assess and Address Risks

BAU has implemented a comprehensive approach to manage modern slavery risks, which includes the following actions:

- **Supplier Code of Conduct:** All suppliers are required to adhere to our Supplier Code of Conduct, which explicitly prohibits modern slavery and human trafficking.
- **Risk Assessments:** Regular risk assessments are conducted to identify and evaluate potential modern slavery risks within our supply chain.
- **Due Diligence:** We engage in rigorous due diligence processes, including supplier audits, to ensure compliance with our ethical standards.
- **Training and Awareness:** Training on this policy and on the risk our business faces from modern slavery in its supply chain will be given where needed.
- **Collaboration:** We work closely with other entities within the BEUMER Group to share best practices and resources in addressing modern slavery risks.

BAU will take a zero approach to modern slavery which will be communicated to all its supplier, contractors, and business partners at the outset of our business relationship and reinforced thereafter. If suppliers fail to meet the expected standard, then BAU may suspend its relationship with the supplier until the issue is resolved.

Effectiveness of Measures

We regularly review the effectiveness of our measures to combat modern slavery through:

- **Monitoring and Audits:** Ongoing monitoring of suppliers and periodic audits to ensure adherence to our standards.
- **Performance Indicators:** Whilst we do not hold any KPIs in place, BAU is continuously reviewing its existing and new supply chains, however any breaches should be reported.
- **Feedback Mechanisms:** Encouraging feedback from employees, suppliers, and stakeholders to continuously improve our approach.

Consultation and Collaboration

This statement has been developed in consultation with key stakeholders within BAU and in alignment with the global standards set by the BEUMER Group. We actively engage with industry groups, non-governmental organizations, and other entities to enhance our understanding and response to modern slavery risks.

Future Commitments

BAU is committed to continuous improvement in our approach to combating modern slavery. We will continue to enhance our due diligence processes, expand our training programs, and strengthen our partnerships to ensure that our supply chains are free from modern slavery.

Miscellaneous

This statement and procedure will be reviewed annually but reserves the right to make changes from time to time. Any amendments will be notified to employees by BAU People and Culture teams, and such communication will inform employees as to the date when any amendments come into effect.

Approval and Sign-Off

This Modern Slavery Statement was approved by the Board of Directors of BEUMER Group Australia Pty Ltd., the principal governing body of the reporting entity, on 31 December 2024.

It is signed by Ken Lowe, Managing Director and a responsible member of the Board.

A handwritten signature in black ink, appearing to read 'Ken Lowe', with a long horizontal line extending to the right.

Ken Lowe
Managing Director
BEUMER Group Australia Pty Ltd

Date: 31 December 2024