



AMEROPA

FINANCIAL YEAR 2025

Modern Slavery Statement

Ameropa Australia Pty Ltd

ACN 009 504 394

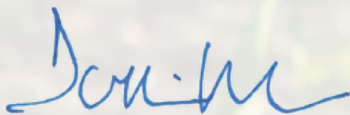
Introduction

At **Ameropa Australia**, we recognise that awareness of modern slavery risks is not sufficient on its own. Businesses must take active and ongoing steps to identify, assess and address the risk of modern slavery in their operations and supply chains. We accept this responsibility and treat it as a core component of responsible business practice.

This Modern Slavery Statement is published in accordance with the **Australian Modern Slavery Act 2018** and outlines the actions taken by Ameropa Australia during the reporting period to manage modern slavery risks. As an established reporting entity, we continue to build on the work undertaken in previous years, with a focus on strengthening due diligence, prioritising higher-risk areas and improving the effectiveness of our responses.

Our operations and supply chains extend across multiple jurisdictions and markets, which can give rise to varying risk profiles and degrees of influence.

We acknowledge that addressing modern slavery is complex and requires sustained effort. Ameropa Australia remains focused on strengthening the quality and impact of our actions over time, engaging constructively with suppliers and stakeholders, and reporting transparently on both progress and challenges as our approach continues to evolve.



Damien Heath

Chief Executive Officer

Ameropa Australia Pty Ltd ACN 009 504 394

Modern Slavery Statement

This Statement is made in accordance with section 13 of the *Modern Slavery Act 2018* (Cth) (Act). This Statement describes the modern slavery risks in the operations and supply chain of Ameropa Australia Pty Ltd (ACN 009 504 394) ("Ameropa Australia", "us", "we" or "our") and the actions taken to assess and address those risks during the 2025 financial year (which ended on 31 December 2025).

Criteria required under the Act	Page reference in this statement
<i>Identify the reporting entity</i>	3
<i>Describe the reporting entity's structure, operations, and supply chain</i>	3/4/5
<i>Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns and controls</i>	6/7/8
<i>Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes</i>	8/9/10/11
<i>Describe how the reporting entity assesses the effectiveness of these actions</i>	12
<i>Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)</i>	n/a

Our Structure, Operations and Supply Chains

Ameropa Australia is a wholly owned subsidiary of TIPA Holding AG, a Swiss corporation, and part of the Ameropa Group, a global business with its Head Office located in Binningen, Switzerland (the Group).

The Ameropa Group is a privately owned international agribusiness, specialising in the trading and distribution of fertiliser, food, and feed products.

Ameropa Australia is incorporated in Australia and registered in Tasmania, Australia. Ameropa Australia does not own or control any other entities.

Ameropa Australia currently has 189 employees, with approximately 36 based at the head office, located in Melbourne.

Of this number, 33 are professionals, 34 are managers, 3 are administrators or clerical staff, 70 are operators, 36 are technical staff, and 13 are sales people.

Employees based at our Hobart manufacturing plant are covered by the Ameropa Australia Enterprise Agreement.

Operational, transport and some administrative employees are covered by relevant industrial awards.

Ameropa Australia employs 12 foreign citizens who have working rights in Australia.

Ameropa Australia distributes fertiliser products within Australia through its proprietary brands, 'Impact Fertilisers' and 'Brown's Fertilisers'.

Impact Fertilisers

Impact Fertilisers is a wholesale distribution business, which sells its products and services through an extensive dealer network in Eastern Australia. There are 9 Impact Fertilisers' distribution depots on the mainland of Australia and 7 distribution depots in Tasmania, providing a convenient dispatch footprint for wholesale customers. Our infrastructure also includes a Single Super Phosphate (SSP) fertiliser manufacturing plant in Hobart, Tasmania. The plant uses by-product sulphuric acid from a neighbouring smelting process to produce up to 170,000 tonnes of fertiliser per annum.

The other major raw material for the Hobart manufacturing plant is phosphate rock which is currently sourced from Nauru, South Africa, Christmas Island and Togo. In addition to the SSP that is produced, the manufacturing operation also produces approximately 3,000 metric tonnes of fluorosilicic acid solution which is sold predominantly as a fluoridation additive for drinking water.

Impact Fertilisers supplies dealers with a wide range of quality fertiliser products that the dealers on-sell to Australian growers. Our products, sourced predominantly from entities within the Ameropa Group, include urea, mono-ammonium phosphate, di-ammonium phosphate, muriate of potash, and sulphate of ammonia, together with a range of specialty branded products designed to improve farming productivity even further, including ZincStar® and N-Guard®.

Impact Fertilisers offers blending services and can provide product as bulk or bagged, depending on the depot of dispatch.

Brown's Fertilisers

Brown's Fertilisers (Brown's) is a retail and fertiliser spreading business. Brown's has been operating in North East Victoria and the South and West Gippsland areas for over 35 years. Brown's has 3 depots across Gippsland, a depot in Northeast Victoria and its own small fleet of trucks.

The products sold by Brown's are predominately sourced from the Ameropa Group and includes soil ameliorants, nitrogen, phosphorus, potassium, sulphur, calcium, magnesium, trace elements and prescription blends.

Services include soil testing and agronomy, fertiliser and lime spreading, compost and manure spreading, fertiliser bins, bulk and 25 kilogram bags, and bulk cartage.

Supply Chain

Ameropa Australia's largest category of spending was on fertiliser (some of which are intercompany purchases from other companies within the Ameropa Group). The categories of procurement that contribute to our products for sale and services include:

- raw materials from overseas and shipping those products to Australia;
- shipborne product dispatch and storage;

- wholesale and retail distribution of products;
- manufacture of products;
- agronomy and spreading services;
- transport and logistics; and
- warehouse vehicles and machinery.

The categories of procurement to support to our office operations include:

- IT hardware and software;
- corporate merchandise;
- office furniture and fit outs;
- leases;
- utilities;
- food and beverages; and
- commercial vehicles.

Key Areas of Focus in 2025

Key initiatives in the 2025 financial year included:

1. Modern Slavery Questionnaire to Suppliers and Supplier Code of Conduct

Ameropa continues to assess and monitor its suppliers in relation to potential modern slavery risks. The technology service provider we work with provides an online platform which we use to manage the distribution and assessment of a Modern Slavery Questionnaire (Questionnaire). The platform has been created in collaboration with an international law firm and provides a modern slavery risk assessment tool that we rely on to conduct our supplier due diligence each year.

The platform has an underlying risk algorithm which provides an overall modern slavery risk rating based on the answers provided by suppliers who complete the Questionnaire. The algorithm draws upon international databases, including the US Department of Labor List of Goods Produced by Child Labor or Forced Labor, World Bank Governance Indicators, Global Slavery Index, and International Work Group for Indigenous Affairs. We use the platform as a filter to assist us in adopting a pragmatic approach to identifying the suppliers that we need to focus on for further engagement.

The suppliers who were sent the Questionnaire in 2025 were provided a copy of our Supplier Code of Conduct and confirmation was sought in relation to their compliance with that code.

2. Internal Training, Awareness and Policies

Ameropa maintains a focus on training and collaboration to improve awareness and knowledge amongst our team members.

Our onboarding training process involves new employees undertaking e-learning modules in a broad range of workplace and legal areas that reflect our workplace policies including

specific modern slavery training to ensure all new employees and contractors are educated on modern slavery.

In addition to this, our existing employees and contractors are required to refresh their knowledge of key internal policies on an annual basis, including the Whistleblower Policy, the Modern Slavery Policy, our Code of Conduct, and our Conflict of Interest Policy, and to provide confirmation that they have read these company policies and will comply with them.

3. Contract clauses

Ameropa has clauses in our standard form contracts that require suppliers to comply with our modern slavery obligations, anti-bribery and corruption laws and the Supplier Code of Conduct.

These clauses are incorporated in our standard purchase order terms and conditions and standard works agreement and are included in supplier contracts when feasible. These contractual clauses demonstrate to our suppliers the importance Ameropa places on minimising the risk of modern slavery in our supply chains.

4. Following up with moderate or high-risk suppliers

We reviewed the Questionnaire results from 2025 and identified the suppliers requiring further engagement. We focussed on the suppliers that received a moderate or high-risk rating to assess the responses. As part of this engagement process, we wrote to the suppliers to request further information or to request documentary evidence of their modern slavery risk mitigation practices.

Risks of Modern Slavery in our Operations and Supply Chains

As Ameropa Australia's operations are located entirely in Australia, the country risk is considered to have lower prevalence of, and vulnerability to, modern slavery according to the Global Slavery Index. But we do not equate low risk with no risk. As such, we take measures as outlined in this Statement to ensure that our employees are trained on the red flags for modern slavery and that Ameropa Australia, as an employer, complies with all applicable industrial relations and human rights laws.

Ameropa Australia sources products from Australian and international suppliers. In the case of international purchases, Ameropa Australia obtains products via a related entities such as Ameropa Asia Pte. Ltd. (Ameropa Asia), as well as several third party overseas suppliers. In 2025, 79% of all purchases made by Ameropa Australia were made through intercompany purchases.

Procuring supplies from other countries inherently involves some modern slavery risk in Ameropa Australia's direct (tier 1 suppliers) and indirect supply chain (tier 2+ suppliers). Further complexity exists beyond the tier 1 suppliers as it becomes increasingly difficult to obtain transparency in long and complex supply chains.

In our 2024 modern slavery statement, we flagged our plan to conduct a review into parts of our tier 2+ suppliers for modern slavery risks with the support of Ameropa Asia. However, due to personnel

changes at Ameropa Australia, and priority being given to the work on broader due diligence processes at the Ameropa Group level, Ameropa Australia was unable to progress the review during the reporting period. This review will form part of our future strategy to increase visibility in relation to our fertiliser supply chain beyond the tier 1 suppliers and to assess the alignment of the Group's ethical standards within our supply chain.

We have outlined below the location of some of our top key overseas suppliers, the products or services we source from these suppliers, whether they supply to us directly or indirectly via Ameropa Asia and our view of the potential modern slavery risks that are inherent based on the sourcing country and sector.

SOURCING COUNTRY	INHERENT RISKS OF MODERN SLAVERY	EXAMPLE OF PRODUCT/ SERVICE	DIRECT OR INDIRECT SUPPLY
Brunei	Forced labour and migrant labour exploitation in the oil and gas sector, including the petrochemical industry from which urea is derived; restrictions on freedom of association	Urea	Dealing via Ameropa Asia
Canada	Low inherent risk; strong regulatory framework and labour protections in the mining sector; residual risks relate to remote mine site working conditions and indigenous community impacts	Muriate of Potash	Direct dealing via Ameropa Australia
China	State-imposed forced labour; forced labour in chemical manufacturing and mining sectors; restrictions on freedom of association; inadequate labour inspection and enforcement in some provinces	Urea, Single Super Phosphate (SSP), Ammonium Phosphates, Surveying, & Inspection services	Dealing via Ameropa Asia
Christmas Island	Low inherent risk; Australian territory subject to Commonwealth workplace laws; small-scale mining operations with limited workforce	Rock Phosphate	Direct dealing via Ameropa Australia
Germany	Low inherent risk; strong regulatory framework and labour protections in the mining and chemical manufacturing sectors; residual risks relate to migrant worker exploitation in lower-skilled roles	Sulphate of Potash	Direct dealing via Ameropa Australia
India	Forced labour, bonded labour (debt bondage) and child labour prevalent in the textile and manufacturing sectors; migrant labour exploitation; excessive working hours and wage theft in informal supply chains	Flexible Intermediate Bulk Containers (FIBCs) Packaging	Dealing via an Australian based supplier
Indonesia	Forced labour and migrant labour exploitation in the petrochemical and natural gas sectors from which urea is derived; bonded labour and debt bondage among contract workers; inadequate	Urea	Dealing via Ameropa Asia

	enforcement of labour standards in industrial zones		
Malaysia	Forced labour, bonded labour and migrant labour exploitation in the petrochemical and manufacturing sectors; passport retention and debt bondage practices affecting migrant workers; restrictions on freedom of movement for foreign workers	Urea	Dealing via Ameropa Asia
Nauru	Small island economy with limited labour market; risks relate to reliance on foreign contract workers in the mining sector and limited regulatory oversight capacity	Rock Phosphate	Direct dealing via Ameropa Australia
Saudi Arabia	Forced labour, migrant labour exploitation and bonded labour in the petrochemical and fertiliser manufacturing sectors; kafala (sponsorship) system restricting worker mobility; passport confiscation and wage theft affecting migrant workers	Urea, Ammonium Phosphates	Dealing via Ameropa Asia
South Africa	Forced labour and child labour in the mining and quarrying sectors; exploitative conditions for migrant and contract workers in extractive industries; inadequate health and safety protections in artisanal mining	Rock Phosphate	Direct dealing with Ameropa Australia
South Korea	Low inherent risk; strong regulatory framework and labour protections in the industrial and chemical sectors; residual risks relate to exploitation of migrant workers in lower-skilled manufacturing roles	Sulphur	Dealing with an Australian based supplier
Taiwan	Forced labour of migrant workers; risks in chemical and mineral processing industries include exploitation of foreign contract workers and excessive overtime	Sulphate of Potash	Direct dealing with Ameropa Australia
Togo	Forced labour and child labour in the mining and extractive sectors, including phosphate mining; migrant labour exploitation; limited regulatory oversight and enforcement capacity; risks of trafficking in persons for labour exploitation	Rock Phosphate	Direct dealing with Ameropa Australia

The actions we take to assess and address these risks

There are several actions that Ameropa has taken during the 12-month reporting period to assess and address the risks of modern slavery in Ameropa's operations and supply chains.

1. Supplier Due Diligence Questionnaire

By way of overview, the Questionnaire we issue to suppliers contains approximately 19 questions designed to assess the modern slavery risks in our suppliers' business and supply chains. The responses to the questions are weighted based on data analytics driven by global indices on modern slavery and human rights risks. The scoring focuses on five areas:

- 1) jurisdiction (where a supplier operates and sources from);
- 2) policies, processes, and systems (risk mitigating controls);
- 3) activity (inherent industry risk);
- 4) workforce profile (utilisation of potentially vulnerable workers); and
- 5) human rights (training, audits, and assessments on human rights).

Upon completion of the Questionnaire, the suppliers are allocated an overall risk rating between 1 to 10 with 1 presenting the lowest modern slavery risk and 10 presenting the highest risk of modern slavery. Ameropa Australia uses the questionnaire as a filter to help us identify the suppliers requiring further engagement regarding modern slavery risks in their operations or supply chain.

 Green	Score of 1 to 4
 Amber	Score of 5 to 7
 Red	Score of 8 to 10

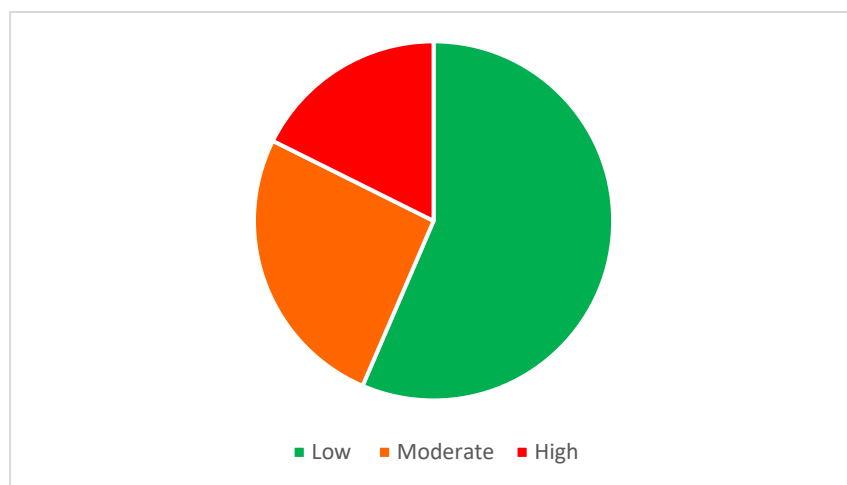
Key observations based on the review of the Questionnaire responses and steps taken are set out below:

- 1) the risk rating average was moderate;
- 2) based on the 2025 Questionnaire responses, the majority of our suppliers are Australian SMEs operating in inherently higher risk industries, including the following:
 - 89% of our suppliers are Australian businesses;
 - 67% of our suppliers operate in industries with higher inherent risks;
 - 79% of our suppliers are not reporting entities pursuant to the Modern Slavery Act; and
 - 73% of our suppliers are small to medium sized enterprises;
- 3) all suppliers indicated that:
 - they do not supply us with goods extracted, processed or manufactured in whole or in part in the Xinjiang Uyghur Autonomous Region;
 - they do not supply us with goods from countries contained in the Bureau of International Labour Affairs' List of Goods Produced by Child Labour or Forced Labour;
 - no workers or contractors on site have been required to pay a recruitment fee to anyone to secure work;
 - no workers on site have had to surrender passports;
 - workers are free to resign from their employment giving reasonable notice; and
 - wage deduction is not used to manage performance related issues;
- 4) all suppliers agreed to comply with our Supplier Code of Conduct or their own comparable code.

We identified 14 suppliers requiring further engagement based on their responses to the Questionnaire. The red flags identified in the review of responses included the employment of young workers under 18 years old in a sector with inherently high risks of modern slavery, ability of workers to join a union, and the use of materials with increased risks of modern slavery without a responsible sourcing policy.

Supplier engagement questions also sought to validate the mitigation measures that suppliers claim to have in place, for example, those that responded that they require their own suppliers to assess and address modern slavery risks in their operations and supply chains, and those suppliers said that they have processes in place to monitor supplier compliance with their policies and controls.

The breakdown of the ratings allocated to suppliers that completed the Questionnaire in 2025 are shown in the pie chart below. The proportion of ratings remained largely consistent with the previous year.



2. Governance

Ameropa Australia's Executive Leadership Team (ELT) continued to consider our approach to modern slavery risks during the year and held discussions of the MSQ process and considered a Business Integrity Guide that could be rolled out within the broader management team to include an overview of modern slavery due diligence.

3. Policies and Training

Our policies and systems form part of our approach to managing and mitigating the risk of modern slavery in our operations and supply chains.

In addition to Ameropa Australia's Modern Slavery Policy and the Supplier Code of Conduct, our other policies include an Anti-Bribery and Corruption Policy reviewed and updated in 2025, Whistleblower Policy, Discrimination, Harassment and Bullying Policy, Grievance Resolution Policy, and Counselling and Disciplinary Policy, employee Code of Conduct and Conflict of Interest Policy. The Modern Slavery Policy is due for a refresh in 2026.

At Ameropa Australia, we value education and transparency and each of our employees is made aware of the expectation that they will be familiar with and comply with all relevant Policies.

Compliance education and training for all employees includes review, acknowledgement of understanding and signing off on the Code of Conduct, Conflict of Interest, Modern Slavery and Whistleblower policies on an annual basis.

In this reporting period, Ameropa Australia has ensured employee awareness and engagement regarding modern slavery through its Modern Slavery Policy distributed to all employees and is available to all employees on our intranet and through our employee education program.

Ameropa Australia continues to implement its policies and procedures with respect to the hiring of employees, to safeguard against unethical hiring practices occurring in Ameropa Australia's hiring process or employment relationships.

4. Approach to remediation

In 2025, Ameropa Australia was not made aware of any relevant breaches of our Supplier Code of Conduct or any actual or suspected instances of modern slavery by any of our suppliers. However, if a supplier was to be found in breach of the terms stipulated in their contract with us in relation to modern slavery, we would respond in a manner consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs) which is to work with the supplier to identify the connection to modern slavery and use our leverage to ensure that remediation occurs in accordance with the UNGPs.

Ameropa Australia encourages concerns, including those relating to modern slavery, to be raised via our complaints and grievance process as set out in our Whistleblower Policy. Ameropa is committed to addressing concerns raised and taking appropriate action. Employees receive an annual reminder to refresh their knowledge of the Whistleblower Policy and provide confirmation that they have read the policy and will comply with it.

How we assess the effectiveness of the actions we take to address the risks of modern slavery

We assess the effectiveness of our actions by increasing our supply chain visibility and bringing our people and suppliers along in the journey so that we can all play a role in understanding the circumstances in which modern slavery takes hold. Ameropa Australia's ELT has set out the following objectives for 2026 and we will track our progress during the year.

1. Refine our supplier due diligence activities

Ameropa Australia intends to adopt a more targeted approach supplier due diligence process that will operate alongside our modern slavery due diligence and provide further tools to identify modern slavery risks. As part of this approach, the focus will be sharpened on our fertiliser supply chain and our high value suppliers operating in medium to higher risk countries.

In 2025, work was undertaken on a broader due diligence check for new suppliers. Ameropa Australia is aiming to introduce this tailored supplier due diligence process in the first half of 2026 and this will operate alongside our modern slavery due diligence processes and provide further tools to assess modern slavery risks.

2. Continue training and awareness building

Modern slavery training will continue to be provided to ensure employees and contractors are provided with the information to identify red flags and appropriate ways to respond to those red flags.

Statement Approval

Ameropa Australia does not own or control any other entities, therefore it was not required to consult with any other entities in the preparation of this Statement.

This Statement was approved by the Board of Ameropa Australia, and signed by Damien Heath, a director of the Board.

Signed



Damien Heath, Director, Ameropa Australia Pty Ltd

Date 25th June 2026