

BioPak Pty Ltd
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Australia

BioPak Modern Slavery Statement

CY2021

Company Profile

BioPak produces sustainable alternatives to conventional single-use packaging for the foodservice industry, offering carbon-neutral compostable packaging solutions made from rapidly renewable, plant-based raw materials.

BioPak head office is based in Sydney, Australia and the BioPak group owns entities in New Zealand (BioPak Limited), Singapore (BioPak Sustainable Solutions PTE LTD) and the UK (BioPak LTD). BioPak also owns Horizons (Horizons Supply Pty Ltd). BioPak parent company, Duni Group, owns a 75% stake in the business.

BioPak currently employs approximately 42 staff in Australia and 99 staff in its overseas operations.

BioPak works with approximately 50 manufacturing partners, mainly located in Taiwan and China. In turn, each manufacturer works with raw material suppliers. As our business continues to grow in size, so does our supply chain.

Consultation process

We have met with all entities owned and controlled by BioPak, to frame our expectations, raise awareness and understand their approach in mitigating modern slavery risks. As part of the development of this statement, a Modern Slavery Working Group was established with senior executives from these subsidiaries and contribute to the development of the statement. Training material has been shared group-wide. The BioPak Group is also reporting on its modern slavery obligations on the UK's government [Modern Slavery Statement Registry](#).

Our responsibility

"Modern Slavery" describes the crimes of human trafficking, slavery and slavery-like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

The United Nations (UN) and Walk Free Foundation estimate there are approximately 40 million victims of modern slavery around the world. 16 million of these victims are exploited in the private economy. Australia is not immune from modern slavery. The Australian Government (the Government) estimates there were

1,567 modern slavery victims in Australia between 2015 and 2017. Modern slavery can occur in every industry and sector. It is also often linked to other crimes and activities that adversely impact human rights, such as corruption and environmental damage.

We have a corporate responsibility to take an active role to address potential modern slavery risks associated with our business. This statement sets out the steps aimed to identify and mitigate modern slavery in our supply chain, in accordance with the criteria in the Australian Modern Slavery Act 2018.

Risks of modern slavery practices in our supply chain

As a packaging brand that externalises manufacturing activities in Asia, it is important that we consider how our extended supply chain could potentially be linked to modern slavery.

Some of the possible risks identified in our operations and supply chains are:

- Supply Chain traceability and transparency: the degree of integrity to meet ethical practices at lower levels in the chain is harder to control (tier two -and higher- suppliers provide materials and products to the supplier at the next higher level). The accessibility of information relies on the relationships formed with manufacturers and requires shared values and full transparency.
- Supply coming from countries where it is reported to have a high prevalence of modern slavery or labour rights violations, other human rights violations.
- Working with suppliers in regions that employ temporary, seasonal and/or migrant workers.
- Delivery timeframes that might require suppliers to engage in excessive working hours or to rapidly increase workforce size at minimal cost.

Risk mitigation and due diligence processes

Building an ethical supply chain is a high priority for BioPak. We have long-term relationships with the majority of our manufacturers, which gives us high levels of trust and commitment in regards to ethical practices.

As a result, we have thoroughly mapped our supply chain and updated some of our policies to create a robust due diligence system. All manufacturers are required to comply with our Code of Conduct and complete a detailed questionnaire which populates a scorecard. The scorecard is thoroughly assessed and improvement is requested when our requirements are not met.

While we rely on third-party audits based on international standards such as SEDEX or BSCI, in 2019 we started our own Ethical Audit program, in collaboration with our parent company, Duni Group. Both our Code of Conduct and Audit program are specifically designed to address the risks associated with our supply chain (see Risk section above). Our Ethical Audit program has been suspended in 2020 due to the COVID19 pandemic but has resumed early 2022. It includes some tailored support and training to help our manufacturers close any non-compliance issues found. Follow up audits frequency is based on the initial score.

As part of our FSC (Forest Stewardship Council) certification, we comply with Core Labour requirements specified in standard FSC-STD-40-004 V3-1.

In addition, we have implemented an internal training program to educate all staff members on the topic of modern slavery.

Measuring effectiveness

We have defined the following internal key performance indicators to measure how effective we have been in mitigating modern slavery in our business and supply chains.

- Number of manufacturers that have been audited by a third party (social audits by SEDEX, BSCI, etc);
- Number of social workshops organised by our local auditor at our manufacturers.
- Year on year improvement of manufacturers

Our Commitment

BioPak commits to act with integrity in all of our business operations and to actively implement the due diligence process and mitigation actions described above, to ensure human rights are respected in our supply chain.

This statement was approved by the board of BioPak Group on 31/03/2022.



Gary Smith

Chief Executive Director