

# MODERN SLAVERY STATEMENT

DECEMBER 2020

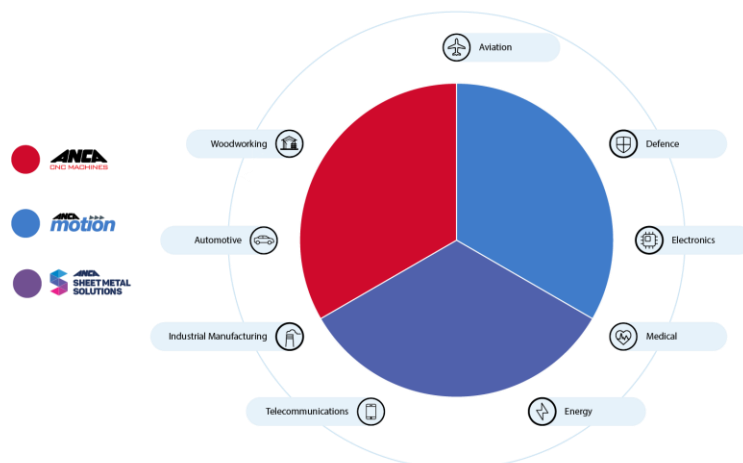
## Introduction

This statement is intended to comply with the requirements of the Australian Government’s Modern Slavery Act 2018.

ANCA ( ANCA Pty Ltd ABN 005163244) is a market leading manufacturer of CNC grinding machines. It was founded in 1974 in Melbourne, Australia where the company still has its global headquarters. ANCA has offices in the UK, Germany, China, Thailand, India, Japan, Brazil and the USA as well as a comprehensive network of representatives and agents worldwide.



ANCA CNC grinders are used for manufacturing precision cutting tools and components across a diverse range of competitive industries including cutting tool manufacture, automotive, aerospace, electronics and medical.



## FY20 ACTIONS TAKEN

### Modern Slavery Committee

In June 2020, a committee lead by the group secretary was formed and started working on the Modern Slavery Policy. This committee consists of representatives from below business units :

- Human resources
- Operations
- Supply Chain

### Policies and Governance

ANCA Group has released the first draft of the “Modern Slavery Policy” in October 2020. The purpose of this Policy is to ensure that ANCA:

- Is compliant with local, national and other applicable laws and regulations in the areas in which we operate.
- Sources products and services in accordance with legal obligations and community expectations.
- Acts to prevent, mitigate and where appropriate remedy modern slavery in our operations and supply chain.

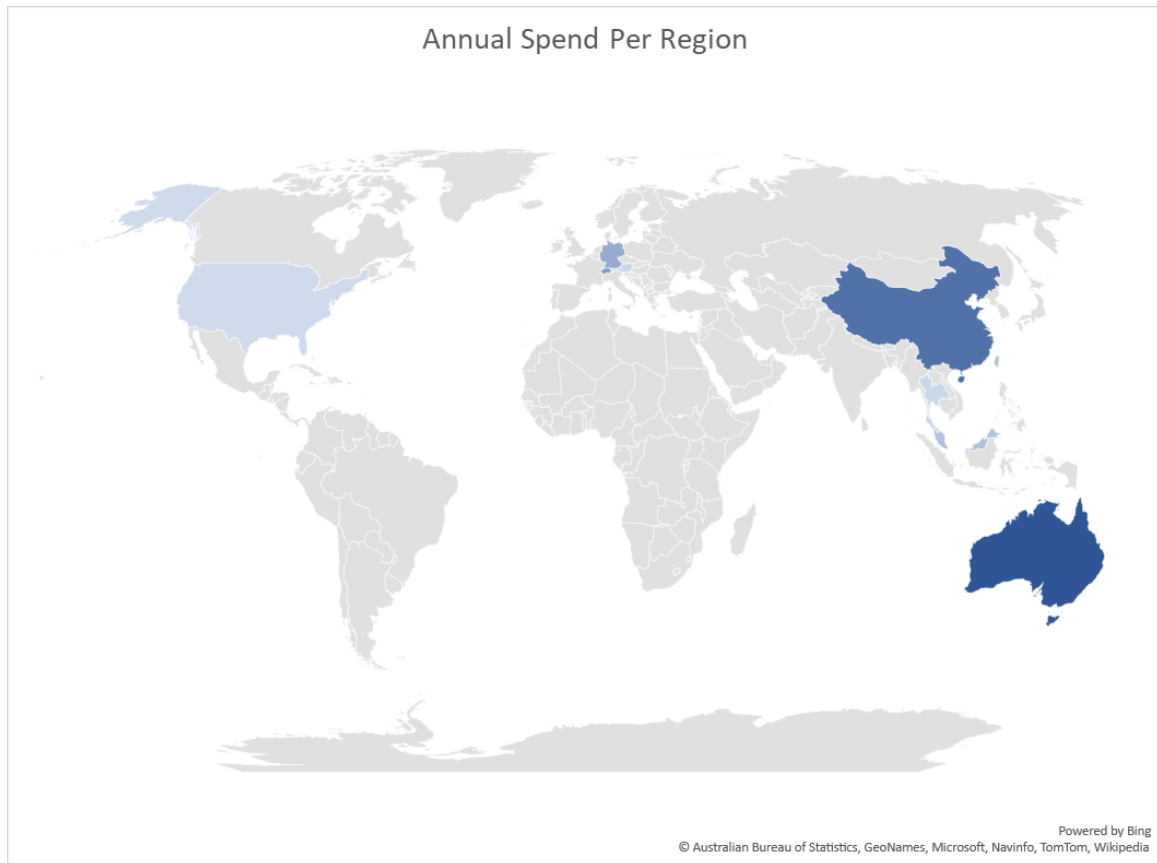
The policy was released, circulated within different divisions, and also stored in ANCA Policy repository.

### Updated terms and conditions / Supplier agreements

To ensure all the suppliers are aware of ANCA’s requirement defined by the “Modern Slavery Policy”. This policy is referred to in ANCA Purchase Order’s terms and conditions as well as supplier agreements.

### Review of operations and supply chains

ANCA’s supply chain team has conducted a review through different layers of supply chain to highlight the suppliers located in the “high risk” areas.



The outcome of this review is that most of the suppliers are in low risk areas such as Europe, USA and Australia. However, number of suppliers are in the high-risk areas such as South East Asia. ANCA global supply chain team will put more focus on these suppliers in the future planned activities.

In addition, we intend to implement a supplier questionnaire for suppliers of products manufactured in high-risk jurisdictions.

## Training

Global operations team have arranged internal training sessions to ensure all the regions are aware of the requirements outlined by the “Modern Slavery Policy” . ANCA will extend these trainings to the external suppliers in the next year.

## FY21 – Future actions

Modern Slavery Committee has proposed below actions for the year 2021 to take next steps towards “Modern Slavery Policy” goals.

### Supply chain Audit program

Global operations team will set an annual plan to investigate suppliers in the high-risk areas ensuring they are complying with the requirements set by the “Modern Slavery Policy”.

### Updating contractual clauses

Modern Slavery Committee will review contractual clauses to ensure they are in line with the “Modern Slavery Policy”

### Modern Slavery Committee “Hotline”

Modern Slavery Committee will introduce a hotline to facilitate communications with the global operations/Supply chain regarding suspicious activities within ANCA’s supply chain.

### Manufacture of products overseas

ANCA’s global operations will extend the current audit programs to the OEMs of the products currently being distributed by the authorized resellers in the low risk areas , but manufactured in the high-risk regions.

### Online training platform

Modern Slavery Committee will create training material for global operations and use the online training platform to make the information available for internal / external suppliers.

### Statement Approval

This statement was approved by the board of ANCA Pty Ltd at the board meeting dated 24<sup>th</sup> March 2021.



Gary Ward

Company Secretary