

Modern Slavery Statement



“We aim to contribute to a supply chain that upholds dignity, fairness, and respect for all.”

Luke Wilkinson
Chief Executive Officer
Ball & Doggett Group Pty Ltd



Message from our CEO.

At Ball & Doggett, we are unwavering in our commitment to ethical, transparent, and responsible business practices. We recognise that modern slavery in all its forms, including forced labour, human trafficking, and exploitative working conditions has no place in our operations or the global supply chains we engage with.

As Australia’s largest distributor of printable materials, press consumables, printing and industrial equipment, we understand our influence and responsibility in promoting human rights and safeguarding vulnerable communities. This requires more than compliance, it demands ongoing vigilance, proactive due diligence, and collaboration across our supplier network and industry.

We are committed to continuously improving our systems, strengthening transparency, and driving accountability throughout our value chain. By doing so, we aim to contribute to a supply chain that upholds dignity, fairness, and respect for all.

Luke Wilkinson
Chief Executive Officer
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Introduction

This Modern Slavery Statement is made pursuant to section 16 of the Modern Slavery Act 2018 (Cth) for the financial year ended December 31st 2024. It has been approved by the Board of Ball & Doggett and signed by our Chief Executive Officer.

About Us

Ball & Doggett is Australia's largest distributor of printable materials, consumables and printing and industrial equipment. We supply a diverse range of products including paper, packaging, labels, visual communication materials and equipment to thousands of customers across Australia within three key product divisions of Commercial Print, Sign Display and Digital and Labels and Packaging.

We are proud to be part of the OVOL Japan Pulp & Paper Group, a global business which operates in over 20 countries worldwide.

KEY FACTS:

- **Head Office:** Ball & Doggett Pty Ltd 221-251 Discovery Road Dandenong South Victoria 3175
- **ABN:** 58 005 190 036
- **Employees:** 346 in Australia
- **Operating Locations:** Victoria, Head Office
- **Distribution Centres:** Victoria, New South Wales, Queensland, South Australia, Western Australia and Tasmania
- **Suppliers:** 270 from 18 countries

Ball & Doggett

Melbourne (Head Office)
Sydney
Brisbane
Adelaide
Perth
Tasmania



Melbourne





Our Operations

Ball & Doggett has assessed its own operations as low-risk for modern slavery. However, we maintain robust internal controls to ensure that all workers, including permanent employees, contractors and labour-hire staff are engaged fairly and lawfully. We conduct right-to-work checks, ensure award compliance, and work only with licensed labour providers. We also deliver training to staff on human rights risks and maintain an anonymous whistleblower channel to report concerns.

Our Supply Chain

We source a significant proportion of our products from both Australian suppliers and international suppliers, predominantly in Asia, Europe, and North America.

OUR SUPPLY CHAINS INCLUDE:

- Paper and pulp products
- Packaging materials
- Inks, consumables, and equipment
- Wide Format materials used in our Sign, Display & Digital division, including substrates and consumables for point-of-sale, signage, and other large-format print applications
- Logistics and transport services

We acknowledge that certain parts of our supply chain (e.g. forestry products, packaging sourced from countries) present a higher risk of modern slavery.

Our Approach to Governance

Ball & Doggett has a zero-tolerance approach to all forms of modern slavery. Oversight of our ethical sourcing and modern slavery strategy rests with the Executive Team and the Board of Directors.

Key policies supporting this commitment include:

- Supplier Code of Conduct
- Procurement Policy
- Whistleblower Policy
- Environmental, Social & Governance (ESG) Framework

We also leverage the ethical standards of the OVOL Group, which provides global guidance and benchmarking.

Risk Assessment and Due Diligence

We undertake ongoing risk assessments to identify where modern slavery risks may exist in our operations and supply chains.

RISK AREAS:

- **Geography:** Higher risk in countries with weaker labour laws
- **Product Category:** Paper/pulp and packaging sourced from high-risk regions
- **Suppliers:** New or indirect suppliers with limited transparency.

As a large supplier of paper-based products, we give preference to products that are FSC or PEFC certified, as these frameworks require compliance with core labour standards, including prohibitions against forced labour. While these certifications help reduce modern slavery risks, we recognise they are not a substitute for direct due diligence and supplier engagement.

ACTIONS IN 2024:

- Continued membership of SEDEX and expanded to align all seven distribution centres, using its platform to assess supplier labour practices and ethical standards.
- Prioritisation of suppliers with FSC or PEFC certifications to mitigate risks in forestry and paper supply chains.
- Enhanced supplier onboarding questionnaire including modern slavery risk indicators.



Actions Taken to Address Risks

- Updated Supplier Code of Conduct requiring suppliers to comply with anti-modern slavery standards.
- Communicated ethical sourcing expectations to all suppliers.
- Maintained a focus on prioritising FSC or PEFC certified paper-based products to reduce modern slavery risks.
- Conducting regular visits to supplier manufacturing sites.
- Participated in industry working groups and forums on ethical sourcing and responsible supply chains to share knowledge.

Training and Awareness

We provided employees with access to training resources developed by Anti-Slavery Australia, focusing on recognising and reporting modern slavery risks. Training was targeted at teams in procurement, operations, and logistics.

Measuring Effectiveness

We recognise the importance of tracking and assessing the effectiveness of our actions through defined key metrics, which include:

- Percentage of suppliers assessed for modern slavery risk
- Percentage of spend with FSC/PEFC certified suppliers
- Number of employees trained
- Number of reported incidents and remedial actions



Remediation

We have clear processes in place to respond if modern slavery is identified in our operations or supply chains. This includes:

- Working with suppliers to remediate issues where possible.
- Supporting impacted workers and communities.
- Terminating supplier relationships if issues cannot be resolved.
- Reviewing internal controls and due diligence processes to prevent recurrence, including a root cause analysis where incidents occur.

Future Commitments

These commitments reflect our ongoing focus on transparency, accountability, and the continuous evolution of our approach to preventing modern slavery and upholding human rights across our operations and supply chains.

In 2025, we aim to:

- Expand supplier audits and improve traceability of indirect suppliers.
- Leverage our membership with SEDEX (Supplier Ethical Data Exchange) to access supplier self-assessments, ethical risk data, and third-party audit results.
- Integrate the EcoVadis sustainability ratings platform into our enhanced due diligence framework to support benchmarking across environmental, labour, human rights, and governance dimensions.
- Strengthen reporting and KPIs to measure modern slavery risk reduction.
- Deepen employee training, and capability building, with a focus on procurement, logistics, and other high-risk functions.
- Collaborate with industry peers on collective solutions to address systemic risks.

Approval and Sign-off

This statement was approved by the Board of Ball & Doggett on 26th August 2025 and signed by:

Luke Wilkinson
Chief Executive Officer
Ball & Doggett Group Pty Ltd
Date: 26th August 2025

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2024

