

DSM NUTRITIONAL PRODUCTS AUSTRALIA PTY LIMITED
ACN 000 991 793
(Registered in Sydney NSW)
(the “**Company**”)

DIRECTORS’ WRITTEN RESOLUTION MADE PURSUANT TO THE CONSTITUTION OF THE COMPANY

1. APPROVAL OF MODERN SLAVERY STATEMENT

RESOLVED:-

THAT the Modern Slavery Statement (“**Statement**”) attached as Annexure A, prepared in accordance with the Modern Slavery Act 2018, is hereby accepted and approved by the Board of the Company.

2. AUTHORITY TO ACT

RESOLVED:-

THAT contingent upon the passing of the above resolution, Jacobus Visser, a Director of the Company, be hereby authorised to sign the Statement.

THAT the Board of the Company be hereby authorised to do all such acts and things and to take all such steps as they deem fit, necessary, expedient and/or appropriate in order to complete and give full effect to the approval of the Statement with full powers to assent to any condition, modification, variation and/or amendment as may be required or imposed by the relevant authorities.

Dated: 1 November 2021

BOARD OF DIRECTORS



JACOBUS VISSIER



NG YEONG KIAT, GERALD



ANNEXURE A

MODERN SLAVERY STATEMENT

Preventing all forms of slavery in our business and & supply chain

Our business, Royal DSM and its Australian subsidiary, DSM Nutritional Products Australia Pty Limited acknowledge and embrace our responsibility to respect human rights within our business operations, our relationships with other businesses and the communities in which we operate in Australia.

This statement is prepared under the provisions of the Australian Modern Slavery Act 2018. It explains the steps we take as a company to prevent modern slavery in our business and supply chains. Modern slavery includes slavery, servitude, forced labour and human trafficking.

Introduction

Royal DSM is committed to respecting human rights as set out in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

Moreover, we adhere to the expectations expressed in the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the ten Principles of the UN Global Compact, the United Nations Guiding Principles for Business and Human Rights (UNGPs), the United Nations Women's Empowerment Principles, the UNICEF Save the Children and Global Compact Child Rights and Business Principles, and the Responsible Care Global Charter.

DSM engages with stakeholders to identify and address human rights concerns. Special attention is given to certain stakeholder groups such as DSM employees, DSM business relations (and their employees) and the local communities in which DSM operates.

Our Business

Royal DSM is a global purpose-led, science-based company in Nutrition, Health and Sustainable Living. DSM's purpose is to create brighter lives for all. With its products and solutions DSM addresses some of the world's biggest challenges whilst creating simultaneous economic, environmental and societal value for all its stakeholders; customers; employees; shareholders and society-at-large. DSM delivers innovative solutions for human nutrition, animal nutrition, personal care and aroma, medical devices, green products and applications, and new mobility and connectivity. DSM and its associated companies deliver net sales of about €10 billion with approximately 23,000 employees. The company was founded in 1902 and is listed on Euronext, Amsterdam.



Our Australian Business

DSM Nutritional Products Australia Pty Limited is a registered Australian business entity owned by Koninklijke DSM N.V. (Royal DSM), incorporated in the Netherlands.

The Australian business generates sales of about AUD 150 million and employs approximately 100 employees.

There are three business divisions in Australia serving different market segments, viz.: Animal Nutrition & Health (ANH), Human Nutrition & Health (HNH) and DSM Food Specialties (DFS). Each has local management reporting into respective regional and global management, sales and marketing structures in the respective business units in Royal DSM.

The Animal Nutrition & Health division is located at Wagga Wagga, NSW. It manufactures and sells premixtures and feed additives to the stockfeed and pet food industries. It employs approximately 40% of the employees within Australia.

The Human Nutrition & Health division does not manufacture products within Australia and sells a range of imported premixtures, nutritional and food additives to the infant nutrition, pharmaceutical and food industries.

The DSM Food Specialties division is located in Moorebank, NSW. It manufactures a range of cultures and food ingredient blends sold to the food industry in Australia and export countries.

The DSM supply chain includes materials sourced from global DSM manufacturing sites, i.e. vitamins, enzymes, etc. that are used in the Australian manufacturing operations. Chemicals, nutritional supplements, feed additives and food ingredients are imported either directly from global suppliers, suppliers located in Asia Pacific region, via local distributors or sourced from local manufacturers. Materials are converted into premixtures and blends at the manufacturing operations, which are then sold to customers in the feed and food industries. Products are also imported from global DSM operations for sale directly to customers.

A range of trades and technical contractors are engaged as suppliers to provide specialized services to the manufacturing operations, as well as the services of auditing and certifying providers to meet safety and other regulatory requirements.

DSM utilize the services of global and local contracted logistics and transport suppliers to transport materials and products as well as providing storage as required, outside and within Australia.

Our commitment to combating modern slavery

DSM is committed to acting ethically and maintaining fair and honest business environment for employees, customers, suppliers and communities. Our codes of conduct are developed at global corporate level to be applied at all operating business units in different countries, inclusive of Australia.



- Our Code of Business Conduct lays out the principles that guide us in everything we do and serves as an umbrella for several other DSM regulations. Respect for people, recognition of their fundamental rights and belief in the power of their diversity are part of the key principles underlying DSM's policies and operations. The Code explicitly mentions that we do not use forced labour or child labour, or demand that our employees work excessive hours. In cases where employees are asked to work overtime, their extra work is compensated in line with local legislation.

The Royal DSM Management Board holds DSM Nutritional Products Australia's management accountable for compliance and the company applies zero-tolerance consequence management to violations of the code. Under our whistleblower procedure, incidents are reported and dealt with by local line management or the DSM Alert Officer when appropriate. The whistleblower procedure is available to all stakeholders.

- Our Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in our business relationships and the commitment we expect from our suppliers to do the same. As part of our initiative to identify and mitigate risks of slavery, forced labour and human trafficking occurring in our supply chains each of our suppliers is required to sign up to our Supplier Code of Conduct to be accepted as a business partner and is contractually obliged to comply with its terms and DSM's business and ethical standards. Our Supplier Code of Conduct expressly prohibits involvement in human trafficking and the use of slavery, forced labour and child labour. We encourage our suppliers to provide their stakeholders with a mechanism to raise concerns relating to a breach of the Code, or legislation.

Risk assessment, due diligence and audit of own operations and suppliers

Own Operations

Within its own operations, DSM focuses on two elements – policy and practice. DSM Nutritional Products Australia has conducted investigations to confirm that it meets the DSM corporate policy and practice requirements in relation to Modern Slavery.

DSM Australia Nutritional Products Pty Limited operations are audited on our compliance by our customers via the Supplier Ethical Data Exchange (SEDEX) platform. This platform is used to monitor and track social and environmental performance. The Self-Assessment Questionnaire (SAQ) looks at four core pillars in the areas of Labour Standards, Health and Safety, Environment and Business Integrity. To ensure compliance, DSM sites are checked every three years by external auditors using the Sedex Member Ethical Trade Audit (SMETA) process. The findings are closely monitored, and non-compliance rapidly remediated through the introduction of appropriate corrective actions.

Supply Chain

We actively monitor our supply base via supplier contacts / visits, sustainability assessments, and quality and sustainability audits on site. These assessments are conducted globally within our network of operations and a listing of approved suppliers is maintained through our Supplier Quality Management (SQM) program. In any case where human rights abuses are observed



measures are taken. DSM expects suppliers to have processes in place to remediate this human right abuses they cause or contribute to.

Besides monitoring compliance with the above, DSM are working to identify where the greatest risk of slavery, forced labour and human trafficking arise with our business and supply chains, and we are reviewing our procedures for combatting slavery and human trafficking, including assessing the needs to revise our internal processes and enhance the due diligence we conduct on our suppliers.

DSM is a member of Together for Sustainability (TfS), an industry collaboration focused on driving improvements in terms of supply chain sustainability in the chemical industry. The coalition works with EcoVadis on assessments and audits in 4 themes – Environment, Labor & Human Rights, Ethics and Sustainability Procurement. Combatting slavery and human trafficking is addressed within the Labor & Human Rights theme. In 2019, Royal DSM assessed 332 new suppliers via the EcoVadis platform, of which 295 were re-assessments. In total 1043 supplier Assessments were initiated by TfS members via EcoVadis, and 3154 re-assessments were conducted. The aforementioned assessments include suppliers in the DSM Nutritional Products Australia operations supply chain.

In 2020, DSM intended to design and pilot a due diligence approach on high(er) risk supply chains. However, this has not taken place yet.

Training

All DSM employees, inclusive of those based in Australia, are expected to follow the Code of Business Conduct, which is available in seven languages on the company website. They receive regular training on values and business principles per the framework requirements. Purchasers are also trained on how to educate suppliers on Supplier code of Conduct and how to act when suppliers are not compliant.

The content of this statement is largely extracted from the global corporate statement approved by the Managing Board and Executive Committee of Koninklijke DSM N.V., which covers Koninklijke DSM N.V. and its legal entities.

Specific content relating to DSM Nutritional Products Australia Pty Limited business has been added to meet the requirements of the Australian Modern Slavery Act 2018.

The statement has been approved by the Board of Directors for DSM Nutritional Products Australia Pty Limited on the 1st of November 2021.

Signed on 1 November 2021

A handwritten signature in black ink, appearing to read 'Jacobus Visser', is written over a faint, light-colored circular watermark or background.

Jacobus Visser
Managing Director DSM Nutritional Products Australia Pty Limited