

Schulke Australia Pty Limited

Modern Slavery Act Statement 2020

Although not required under the provisions of the Modern Slavery Act 2018 (Cth) Schulke Australia Pty Limited (Schulke) undertakes to work within its context.

This statement sets out the steps we are implementing to ensure there is no modern slavery or human trafficking within our business and supply chains.

Introduction

Schulke Australia is part of a global hygiene, disinfection and antiseptic's company focused on human health and dedicated to supporting people through their health challenges. Our company mantra is "protecting lives worldwide" via the use of Hygiene, disinfection and antiseptic solutions to ensure a safe working environment exists across hospitals.

With more than 1,000 people across the globe and over 130 years of experience Schulke is a trusted partner in hospital hygiene, disinfection and antiseptic's. We ensure the way we contribute to safety of healthcare workers and patients is one which is both sustainable and responsible. We are convinced that each of us has an obligation to leave the world a better place for the next generation.

Schulke Australia operates and carries on business within Australia for Schulke & Mayr GmbH.

Schulke Australia is integrated into a global supply chain involved in the manufacturing of active ingredients, finished goods, devices and packaging through a global and local network of manufacturing sites and distribution centres. This network includes the procurement of goods and services from a large number of external (local and international) contractors.

Schulke Australia understands the global challenges related to slavery and human trafficking and works to ensure that this is not present in any part of our business, including all suppliers and the supply chain.

Our Policies

Schulke Australia is required to comply with all Schulke & Mayr policies including our Code of Ethics which outlines our commitment to complying with national laws and regulations in the areas of human rights and labour law. In particular:

- *Respect for the individual* – fostering a workplace environment for our partners where personal dignity is respected;
- *Fighting bribery and corruption* – committing to fighting all forms of corruption;
- *Security in dealings with contractors* – ensuring that our contractors adhere to the fundamental principles of the International Labour Organisation, in particular those relating to child labour, working hours, pay, freedom of expression and equality of opportunity; and

The applicable Schulke & Mayr policies confirm that we will not tolerate or condone abuse of human rights within any part of our business or supply chains.

Schulke Australia locally maintains its own ANZ Modern Slavery policy upon which Australian employees are trained upon induction to the company and continual compliance is required by all Australian employees.

Schulke Australia Employees

All employees who work for Schulke Australia are background checked, having their identity, qualifications and previous work history verified as a condition of employment. Audits are made of employees who have only a temporary right to remain in Australia.

Schulke complies with all applicable legislative requirements and employment standards relating to the payment of minimum wages.

Schulke Australia Suppliers

Schulke Australia conducts due diligence on its suppliers where it considers there may be risk in line with its global Ethics & Business Integrity directives. The standard Request for Proposals used by Schulke Australia may attach the Schulke & Mayr Suppliers code of conduct as well as questions pertaining to potential suppliers' economic, social and environmental performance and a statement advising potential suppliers that they are expected to be compliant with the Schulke & Mayr's Supplier Code of Conduct (which includes adherence to the fundamental principles of the International Labour Organization such as prohibitions on child and forced labour).

Schulke Australia will assess the extent to which its suppliers can be considered a business or procurement risk. This assessment depends on various factors including, for example, the nature of the goods and/or services supplied and/or their country of origin. Suppliers who fall into the business or procurement risk category can be asked to complete specific supplier assessment questionnaires. The questionnaires will include enquiries pertaining to the suppliers' economic, social and environmental performance, including questions aimed at ensuring respect for human rights and compliance with the *Modern Slavery Act 2018 (Cth)*. Depending on the response to the questionnaire, representatives of Schulke may ask the suppliers for more information and their participation in a face-to-face interview. Additionally, based on the quality of the responses, Schulke may choose to conduct a third party supplier audit. In cases where potential issues as to particular suppliers have been identified, the company will take appropriate action dependent on the circumstances presented, including, for example, working with the supplier to develop an improvement plan, or declining to continue the supplier relationship.

In addition, Schulke's Standard Services Agreement and standard purchase order terms that may be provided to potential suppliers include an obligation from such potential supplier that it will carry out any services in full compliance with (and ensure that all its personnel comply with) all applicable legislation, regulations, codes of practice and other requirements of any relevant government or governmental agency as these may be amended, implemented, modified or supplemented from time to time (including a specific requirement to comply with the *Modern Slavery Act 2018 (Cth)*). In each case Schulke Australia reserves the right to audit to ensure compliance to our high standards on quality and ethical behaviour.

Training and Capacity Building

As part of their employment conditions, all Schulke Australia employees must agree to uphold Schulke's Code of Ethics and training annually throughout employment on topics relating to business ethics.

On an annual basis, ethical topics for training purposes are identified by the Schulke & Mayr GmbH Management Committee. Such requirements are cascaded through Schulke for active participation by all Schulke personnel. Such topics have included fighting bribery and corruption, conflicts of interest and ethical decision-making. Modern Slavery provisions are built into this annual training.

Review

Schulke Australia will review the effectiveness of its relevant systems, processes and training on an annual basis (or as otherwise deemed necessary by Schulke Australia).