



DETMOLD HOLDINGS PTY LTD

Modern Slavery Act Statement FY23



DETMOLD GROUP

Detpak



PAPERPAK™

DETMOLD
PACKAGING

DETMOLD
+medical



Modern Slavery Statement FY23

This statement sets out the actions taken by Detmold Holdings Pty Ltd (ACN 007 527 022) to address modern slavery in our business and supply chain for the 2023 financial year. The statement includes owned / controlled entities which form the "Detmold Group" headquartered in Adelaide, Australia.

The Company Secretary and the Directors of all the Detmold Group owned, or controlled entities were consulted during the development of this Modern Slavery Statement.

Our Position

Safeguarding human rights across our global supply chain and operations is an absolute commitment of the Detmold Group. Modern slavery is not acceptable within our business and supply chains.

Taking action to address and eliminate exploitation of people is our policy. This is even more so when these practices may be linked to our operations, either directly or indirectly. It is core to our business ethics and values.

We understand that clear steps are needed to address modern slavery and we take our responsibility to respect and promote human rights seriously. As such, the Detmold Group have outlined clear expectations and standards that our people and suppliers must follow.

Our Modern Slavery Statement FY23 formalises the actions that the Detmold Group is taking to identify and eliminate any risk of modern slavery within our supply chain and operations. It ensures we are fully compliant with all requirements and stay true to our commitment.

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Our Structure, Operations and Supply Chains

Established in 1948, the Detmold Group is a privately owned Australian business. Head quartered in Adelaide, Australia, the Detmold Group operates across the globe to manufacture and supply some of the world's largest and most iconic food and retail brands with specialised board and paper packaging solutions.

In total, the Detmold Group produces over 22,000 different food and retail packaging products.

The Detmold Group employs approximately 3,000 people worldwide across seven manufacturing facilities and 15 sales entities.

Manufacturing operations are located in Australia, China, India, Indonesia, Vietnam, and the Philippines. Manufacturing also operates out of South Africa, as a joint venture.

The Detmold Group encompasses the following brands:

- Detpak
- PaperPak
- Detmold Packaging
- Detmold Medical
- D&D
- Detmold Industrial
- Detmold Cartons

The Detmold Group works with up to 4,000 direct suppliers from 38 different countries around the world.

The Detmold Group employs
approximately 3,000 people
worldwide

Our Values

Our values shape what we do and how we do it; to drive success for the Detmold Group and ultimately deliver value to our stakeholders.



Focus: Concentrate on the key priorities which will make the business successful.



People: Demonstrate respect, integrity and loyalty to each other, our business & our community.



Passion/Persistence: Be relentless in driving forward to achieve our objectives and deliver success.



Performance: Take accountability for our own results whilst supporting others to achieve their best.



Leadership: Consistently demonstrate these Values & take responsibility for the impact of our own behaviours & actions.



Sustainability: Believing the foundations for tomorrow are built today and therefore strive to continuously improve.

We Genuinely Care



FY23 Key Actions Taken

During FY23 the Detmold Group undertook:

- SEDEX Members Ethical Trade Audits (SMETA), were conducted at our manufacturing sites in China (2 audits), and in Vietnam. On-going SMETA audits are planned.
- Supplier Workplace Accountability (SWA) audits, conducted at our manufacturing sites in China, India, Philippines, and Vietnam.
- Chain of Custody (Ethical sourcing) Audits conducted in Australia, Indonesia, New Zealand, and Hong Kong,

All these audits contain criteria to ensure that child or forced labour is not used at any of our facilities. These audits are conducted as part of our Global Commitment to Responsible Business Practices.

As committed in previous Modern Slavery Statements, the Detmold Group also undertook the following:

- All manufacturing operations have either had a SMETA or SWA audit conducted.
- Revising our Business Code of Conduct to cover all forms of modern slavery, as defined in the legislation.
- Revising the current Pre-Qualification Process for strategic external material providers to include criteria specific to modern slavery in the Business Ethics section.
- Require all current “High Risk” and “Strategic” providers to sign and commit to Detmold’s External Provider Code of Conduct, which includes a commitment to not engage in any form of modern slavery practice.

Supplier Audit Program

The number of supplier audits were limited in FY23 due to impacts from COVID-19 which restricted travel to overseas supplier sites to conduct the audits.

However, 30 supplier audits were conducted at the local country level in Australia, Vietnam, China, Philippines, Indonesia, and India.

In addition to these audits, we also requested that selected strategic suppliers undertake self-audits. There were 30 self-audits conducted by our strategic suppliers in FY23.

Assessment and Mitigation of Modern Slavery

The Detmold Group undertook rigorous assessment across sector, industry, country, and suppliers. This review utilised several published sources of known modern slavery risk, including:

- The 'Global Slavery Index' produced by Minderoo's 'Walk Free' Foundation
- The 'Modern Slavery Risk, Rights & Responsibilities – A Guide for Companies and Investors' commissioned by the Australian Council of Superannuation Investors (ACSI).
- The US Department of State's 'Trafficking in Persons Report – July 2022.

The impact of COVID-19 and identified risk from the above mentioned sources has increased the risk of modern slavery in many of the regions we operate.

Despite these changes, we are pleased to confirm that the risk of modern slavery within the Detmold Group manufacturing operations is believed to be low, due to regular auditing of the operations by the Detmold Group, customers, and independent auditors.

Since the last report there has been no substantive change in the Detmold Group operations and supply chains.

We therefore remain on track in our pursuit to eliminate modern slavery. As such, this report incorporates the analysis of the Detmold Group operations and supply chains as outlined in previous Modern Slavery Statements.

Identified Sector and Industry Risk

Analysing the Detmold Group's supply chain with reference to the ACSI 'Modern Slavery Risks, Rights & Responsibilities – A Guide for Companies and Investors' identified the following sectors as potential areas of risks for our "Corporate & Sales divisions":

- Branded and unbranded goods (including garments) not for re-sale utilised for Marketing or Cleaning.
- Transport and accommodation utilised by our people when they travel for work
- The manufacturer of the Information Technology equipment we use including computers and printers.
- Raw material extraction and the smelting of minerals utilised in the production of that Information Technology equipment.

The following sectors were identified as potential areas of supply chain risk for our "Manufacturing & Warehousing" operations:

- Security, maintenance, and cleaning
- Asset and tenant Management
- Transportation: Ports, maritime freight, and truck drivers
- Storage of Hazardous material
- Base skill processing labour
- Raw Materials: paper and card.



Country Risk

The Detmold Group's direct suppliers have been assessed for risk against globally recognised data sources, such as, the Walk Free Foundation's Global Slavery Index 2023 and the US Department of State "Trafficking in Persons report" July 2022.

These sources categorise countries as Tier 1, 2, 2 Watch List or 3 based on the following definitions.

| TIER | DEFINITION |
|-----------------|---|
| 1 | Countries whose governments fully meet the US Trafficking Victims Protection Act (TVPA) minimum standards for the elimination of trafficking. |
| 2 | Countries whose governments do not fully meet the TVPA's minimum standards but are making significant efforts to bring themselves into compliance with those standards. |
| 2 Watch List | Countries whose governments do not fully meet the TVPA's minimum standards but are making significant efforts to bring themselves into compliance with those standards, and for which: <ul style="list-style-type: none"> a the estimated number of victims of severe forms of trafficking is very significant or is significantly increasing and the country is not taking proportional concrete actions; b there is a failure to provide evidence of increasing efforts to combat severe forms of trafficking in persons from the previous year, including increased investigations, prosecution, and convictions of trafficking crimes, increased assistance to victims, and decreasing evidence of complicity in severe forms of trafficking by government officials. |
| 3 | Countries whose governments do not fully meet the TVPA's minimum standards and are not making significant efforts to do so. |

Source: US Department of State 'Trafficking in Persons Report' July 2022.

This analysis identified that the Detmold Group has direct suppliers across Tier 1, Tier 2, Tier 2 Watch List and Tier 3 countries.

| TIER | NUMBER OF DIRECT SUPPLIERS | COUNTRIES IN WHICH SUPPLIERS ARE BASED |
|-----------------|----------------------------|---|
| 1 | 44 | Australia, Austria, Belgium, Canada, Chile, Colombia, Czech Republic, Estonia, Finland, France, Germany, Netherlands, Philippines, Singapore, Spain, Sweden, Switzerland, Taiwan, United Kingdom (UK) and the United States of America (USA). |
| 2 | 18 | Denmark, Egypt, India, Israel, Italy, Japan, Mexico, New Zealand, Poland, South Korea, Switzerland, Thailand, and the United Arab Emirates (UAE). |
| 2 Watch List | 69 | Hong Kong, Indonesia and South Africa |
| 3 | 110 | China, Malaysia, Russia and Vietnam |

It is our commitment to ensure suppliers from all countries will continue to be reviewed, in particular those from Tier 2 Watch List and Tier 3.





Need to Remediate

We are pleased to confirm that as no modern slavery practices have been identified in our operations or supply chain to date, the Detmold Group have not had any need for remediation.

We do commit that if the Detmold Group were to uncover modern slavery practices in our supply chain or business operations, we will take action to cease any related activity and prevent our contribution to modern slavery practices. We have included our Whistle-blower details in our External Supplier Code of Conduct. The Detmold Group will also use our leverage to influence any entities causing a risk of modern slavery to take action. Proposed remediation may involve evidence of restitution, making good any harm caused and guarantees of non-repetition. If we are unable to exert due influence to have the entity cease the modern slavery practices, we will consider terminating the business relationship.

Assessing the Effectiveness of our Actions

The Detmold Group acknowledges the significant responsibility of our business to continue to respect and protect human rights and to act with due diligence to prevent the violation of these rights.

Actions to date have been effective, as no modern slavery practices have been identified in the SMETA, SWA and Ethical Sourcing audits of our operations.

However, we acknowledge that the actions we have taken to date have been primarily focussed on our own operations and not on our suppliers and extended supply chain.

Given the prevalence of modern slavery around the world, as highlighted by the 'Walk Free' Foundation, there is the possibility that modern slavery may be found in our supply chain as we increase efforts to identify and eliminate these practices.

The effectiveness of our actions in subsequent years will be determined by either the absence of modern slavery practices or by the speed at which any identified modern slavery practices are ceased and remedied.

The Detmold Group acknowledges the significant responsibility of our business to respect and protect human rights



Looking Forward

The Detmold Group is committed to strengthening our response to modern slavery across our operations and supply chains.

Upcoming actions include:

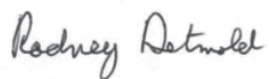
- Continuing to monitor our goods and service suppliers to drive improvements within our supply chain.
- Renew and re-audit our manufacturing sites through the SEDEX SMETA and/or the SWA Programs.
- Continue to educate key stakeholders on the identification of risk factors associated with modern slavery.
- Update our Code of Conduct and External Provider Code of Conduct to reflect Good Practice.
- Continue to educate our employees on the Code of Conduct, Whistle-blower, and other relevant policies.
- Conduct a review and audit our processes for dealing with local high risk external providers (such as security, cleaning and labour hire providers) to reduce modern slavery risk.
- Investigate and, where possible, implement opportunities with our suppliers to assist in eradicating modern slavery within our supply chain.

We understand that clear steps are needed to address modern slavery and we take our responsibility to respect and promote human rights seriously

Statement Approval

This statement sets out the actions taken by Detmold Holdings.

This statement is prepared pursuant to Modern Slavery Act 2018 (Cth) and has been approved by the board of Detmold Holdings Pty Ltd on 05/10/2023.



Rodney Detmold

Director

Detmold Holdings Pty Ltd

05/10/2023

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ACN 007 527 022