



# Wedderburn Modern Slavery Policy Statement

## Introduction

This is the Modern Slavery Statement (“Statement”) for Wedderburn. It is informed by the Commonwealth Modern Slavery Act 2018.

The purpose of this statement is to outline our approach to ensuring Wedderburn has robust frameworks and processes in place to minimise the risk of modern slavery in our supply chains and business operations.

At Wedderburn, we recognise that modern slavery can occur in many forms, as considered by the Act. This can include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting of labour services.

Wedderburn is fully committed to operating responsibly and establishing and adhering to the highest ethical standards across our group. We will not tolerate any form of slavery in our business.

Forming part of our Corporate Social Responsibility, we recognise and support the Australian Government’s adoption of the United Nations Sustainable Development Goals. We note Goal 8, “Decent work and economic growth” includes a commitment for the elimination of all forms of exploitation, including modern slavery. (Goal 8.7).

## Our business

Since establishment in 1896, we have grown to become one of the largest weighing and labelling companies in Australasia.

Wedderburn is also proud to be one of the most trusted brands in Australia and New Zealand. Our success is built on the quality of our team, our products and services, our commitment to our customers, suppliers and stakeholders, and our values as a trusted business partner.

Wedderburn monitors, manages, and reports on the indicators we use to assess our responsible business programs and performance on a regular basis. The Board of Directors receives these reports on behalf of our stakeholders.

## Our structure, operations, and supply chain

This statement covers the operations of the Wedderburn Group. Our key operations and the associated supply chain are as follows:

<b>Area</b>	<b>Main operations</b>	<b>Supply chain</b>
Equipment supply	Sourcing equipment (weighing, labelling, food processing, temperature control). Sales and marketing of equipment.	Overseas manufacturers.
Label printers	Printing labels and tags in Australia. Additional label printing operations located in Batam, Indonesia. Sale of finished products.	Overseas paper manufacturers. Domestic and overseas ink and other consumable suppliers. Labour now located in both Australia and Batam, Indonesia.
Equipment servicing	Service hardware including specialist calibration services.	Parts can be sourced both domestically and overseas. All labour is in Australia.
Weighing equipment manufacturing	Domestic weighing equipment manufacturing.	Parts can be sourced both domestically and overseas.
Corporate	Call centre operations. Other corporate activities.	The Call centre is in Sydney. All other corporate activities are primarily Australia-based, with additional support from: Corporate personnel in Batam, Indonesia, and outsourced corporate service providers in the Philippines.

## **Our approach**

Wedderburn has zero tolerance for any form of slavery-like practices.

We have established the following governance process:

- Modern Slavery and its associated policies are an agenda item at board meetings.



- During these discussions the board will review performance against our policies and examine progress updates.
- The Board of Directors accepts the determined policies/actions on behalf of stakeholders.

### **Our policies and procedures**

We have policies in place that are intended to promote ethical and legally compliant business conduct. We continue to develop Supplier Engagement Principals including supplier reviews. These steps contribute to our commitment to prevent violations of human rights within our business and supply chain.

### **Potential risks in our operations and supply chains**

Wedderburn has undertaken a review of potential risks of modern slavery across our supply chains and operations.

Supply chains: we focused on risk by spend, type and geographic location of products sourced. We used our findings to inform our supplier approval processes.

Our operations: we tested our own staff and contractor engagement procedures and commenced review on key contractors. This is an ongoing task.

### **Addressing the risk of modern slavery**

We are incorporating our approach to modern slavery into our Group Risk and Compliance framework. This will ensure our Company has robust and auditable processes embedded into how we do business.

### **Future commitments**

- Reviewing and updating our suite of risk-related policies and governance measures.
- Continuing stakeholder engagement, including supplier assessments.
- Delivering training to key management positions.



*P.S. Wedderburn*

Philip Wedderburn

Executive Chairman