



# MODERN SLAVERY STATEMENT FY23



REDOX LIMITED (COMPANY)

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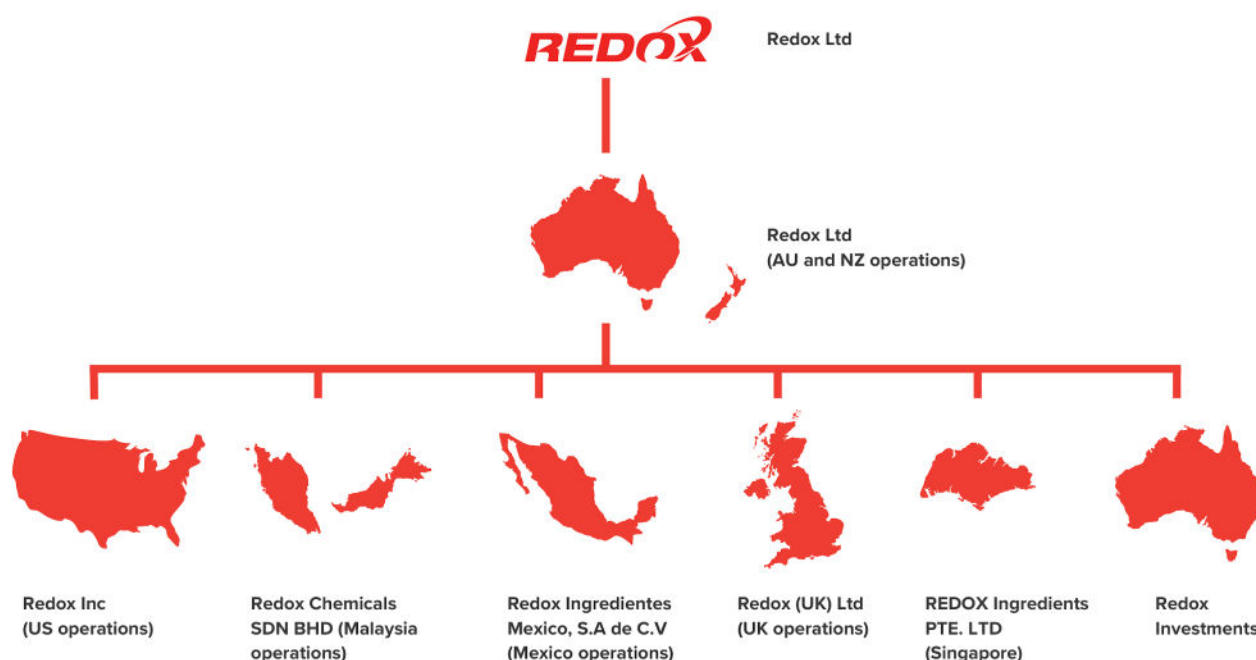
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## INTRODUCTORY STATEMENT

Redox Limited (Redox)<sup>1</sup> opposes modern slavery in all its forms and is committed to adhering to the highest ethical standards. This Modern Slavery Statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth). It applies to and describes the actions taken by Redox and its subsidiaries to mitigate modern slavery<sup>2</sup> risks in our operations and supply chains during the reporting year commencing 1 July 2022 and ending 30 June 2023 (Reporting Period)<sup>3</sup>

This Modern Slavery Statement summarises the steps taken by Redox to identify, mitigate and manage the risk of modern slavery in its operations and supply chain.

This Statement<sup>4</sup> is submitted as a joint statement intended to cover all wholly owned subsidiaries and operations within Redox including:



References to 'our' and 'we' in this Statement are references to Redox.



<sup>1</sup> "Redox" means Redox Ltd (ACN 000 762 345) and its related bodies corporate, as defined in section 50 of the Corporations Act 2001 (Cth).

<sup>2</sup> The term "modern slavery" is used to denote practices defined in the Modern Slavery Act 2018 (Cth) and includes eight types of serious exploitation: servitude, slavery, forced labour, forced marriage, the worst forms of child labour, debt bondage, deceptive recruiting for labour or services and trafficking.

<sup>3</sup> "Reporting Period" means the reporting period of 1 July 2022 to 30 June 2023.

<sup>4</sup> "Statement" means this Modern Slavery Statement made by Redox pursuant to the Modern Slavery Act 2018 for the financial year ending 30 June 2023.

Redox acknowledges that modern slavery, which includes servitude, slavery, forced labour, forced marriage, the worst forms of child labour, debt bondage, deceptive recruiting for labour or services and human trafficking, forms part of other complex challenges and systems, including discrimination, harassment, abuse, long working hours, low wages and benefits, and unsafe workplaces and work environments. Where possible, Redox seeks to work in collaboration with our stakeholders and partners to promote a coordinated approach to tackle these complex modern slavery issues.

To manage the risk of modern slavery in Redox's operations and supply chain and to identify emerging issues, Redox provides training to relevant team members, collaborates with various organisations, embeds ethical sourcing and modern slavery policies into existing processes, and conducts risk assessments on suppliers.

Each of Redox's wholly owned subsidiaries were consulted in the development of this Statement. This Statement was reviewed by the General Counsel of Redox, before being approved by Redox's Board (Board).<sup>5</sup>

At Redox we acknowledge our role and responsibility in seeking to safeguard human rights through ethical and sustainable business practices. We also recognise that safeguarding human rights across our business and supply chain is an area of great importance to our employees, shareholders, customers, and the communities where we operate. We are on a journey to improve our modern slavery risk identification and mitigation and are constantly working to reinforce and communicate our values to our employees, shareholders, customers, suppliers, and the broader community.

At Redox we are dedicated to the continuous improvement of our policies and procedures relating to the identification of modern slavery risk and ethical sourcing.

## REDOX'S STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

Redox is a chemical distribution company established in

**1965**



In FY23, Redox coordinated the movement of over 21,000 shipping containers, and over 539,000 tonnes of road and rail shipments to transport products from overseas suppliers to customers, acting as a route to market for over 1,000 global suppliers

Redox distributes product to a diversified range of over 7,009 customers from over 169 industries.



Headquartered in Sydney, Australia



### **12th Leading Chemical Distributor in APAC 2023**

The ICIS Top 100 Chemical Distributors 2023 List ranked Redox as the 12th chemical distributor leader in Asia Pacific and 34th globally

411 employees across Australia, New Zealand, Malaysia, and the United States



<sup>5</sup> "Board" means Redox's Board of Directors.

## OUR STRUCTURE

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Redox is an Australian chemical distribution company established in 1965. Redox was listed on the Australian Stock Exchange on 3 July 2023. Redox has an in-house managed domestic distribution network of warehousing facilities. Redox currently operates from 17 locations across six (6) countries being Australia, New Zealand, Malaysia, Singapore, England and the United States. Redox's principal operations are predominately situated across Australia and New Zealand, with offices located in almost all major cities.

Redox's long-term strategy is to continue to build upon Redox's strong position in Australia and New Zealand, as well as expanding its North America and Southeast Asian presence.

Since its establishment, Redox has been listed in the Independent Commodity Intelligence Services (ICIS) Top 100 Chemical Distributors List as the 12th largest in Asia Pacific and 34th worldwide.

## OUR OPERATIONS

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Redox's headquarters are located in Sydney, Australia<sup>6</sup> with the majority of its operations located in Australia and New Zealand. Redox is a publicly listed company, employing 411 people across Australia, New Zealand, Malaysia, and the United States.

Our business has grown to become one of the leading chemical and ingredients distributors in the world. Redox is proud to distribute more than 1,000 products to a diversified range of over 7009 customers from over 169 industries consisting of: commodity and specialty chemicals; food ingredients; agricultural chemicals; household and personal care chemicals; mining chemicals; surface coatings; plastics additives; grease and lubricants; water treatment chemicals; building and construction chemicals and pharmaceutical ingredients.

Redox does not externally engage in financial lending activities however, intra-company lending forms part of Redox's operations.

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<sup>6</sup> Redox registered office being 2 Swettenham Road, Minto, NSW, 2566, Sydney Australia.



## OUR SUPPLY CHAINS

Redox directly sources products for both resale and for its own consumption. Redox also sources services for the operation of its businesses. The procurement of goods and services whether for its personal consumption or for resale, all form part of our supply chain and are an integral part of our business operations.

**Goods for resale** include a wide range of chemicals, ingredients, and raw materials which are sourced from manufacturers and other distributors around the world for the purpose of reselling onto our own customers. The chemicals, ingredients, and raw materials we source include sweeteners, stabilisers, emulsifiers, minerals, antioxidants, phosphates, vitamins, acids, fertilisers, salts, plasticisers and many more.



**Goods consumed by Redox** may include items such as IT equipment, tools, machinery, office supplies and uniforms that support Redox's operations.



**Services** that Redox procure include maintenance, cleaning, transport logistics and catering or food services.



Redox sources products from suppliers, manufacturers, and distributors all over the world, with the largest volume of product sourced from Australia, China, India, Malaysia, Singapore, South Korea, Taiwan, Thailand and the United States (in alphabetical order). Redox supports economic development in the countries we source goods from, buying from manufacturers in Australia and overseas. The suppliers who make up Redox's supply chain employ thousands of people.

## REDOX POLICIES AND GOVERNANCE

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The policies and frameworks that support the day-to-day operations of Redox require that Redox as a whole respect and safeguard universally recognised human rights. Our policies prohibit any activities involving modern slavery and commit to safe and healthy working conditions, including the right to freedom of association and collective bargaining along with the right to workplaces free of harassment and discrimination.

Redox works with suppliers and business partners to source goods and services in a manner that aligns with our own policies. Each of Redox's businesses require all their suppliers, partners, and stakeholders to comply with Redox's Minimum Workplace Practices Code of Conduct (Supplier Code of Conduct)<sup>7</sup>. The minimum standards in the Supplier Code of Conduct with which our suppliers must comply, draw upon the key principles of the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Conventions on the Rights of the Child and International Labour Organisation (ILO) Core Labour Standards. While not all the minimum standards in the Supplier Code of Conduct are directly relevant to modern slavery, they are important to the holistic approach Redox takes with respect to human rights due diligence and ethical sourcing.

The Redox Ethical Sourcing Policy sets the minimum standards expected of Redox's employees and officers to mitigate the risks of modern slavery across our operations and supply chain. The Redox Ethical Sourcing Policy is periodically reviewed and updated as appropriate to seek alignment with evolving international best practice. Redox's Ethical Sourcing Policy was recently reviewed in August 2023, whereby various updates were made to the Policy, to provide clarity around our process and procedures and align with evolving practices and expectations around Modern Slavery.

## RISKS OF MODERN SLAVERY PRACTICES IN REDOX'S OPERATIONS AND SUPPLY CHAIN

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Redox is committed to ethical sourcing. We recognise that the risk of modern slavery within our operations and supply chain may be increased depending on the countries and regions goods and services are sourced from, the products and services being procured and the suppliers that makeup our supply chain.

### MODERN SLAVERY RISKS IN REDOX OPERATIONS

Redox has assessed the risk of modern slavery in our operations as low, with the majority of our operations and workforce in low modern slavery risk countries, such as Australia and New Zealand.

We also monitor and address modern slavery and human rights issues in our workforce under various policies and procedures, including the Redox Code of Conduct and Ethics, Harassment, Bullying and Discrimination Policy, Diversity Policy, Whistleblower Procedure and Ethical Sourcing Policy. These robust policies and grievance mechanisms, create greater visibility and effective management of modern slavery risks within our operations and are the key mechanisms which assist Redox in forming the view

that its' risk of modern slavery within its operations is low.

Redox's workforce during the Reporting Period was either covered by a modern award or employed under individual employment contracts. All modern awards and employment contracts which cover our workforce, confer minimum pay, employee entitlements, working hours, and overtime arrangements which are in compliance with employment laws across all jurisdictions in which we operate in.

Redox also recognises the right of our employees to engage in collective bargaining, with or without the involvement of a labour union.

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<sup>7</sup> Redox's Minimum Workplace Practices Code of Conduct ("Supplier Code of Conduct") is a document created by Redox, which outlines the way we expect all suppliers to conduct themselves, and rights to be afforded to their employees. Redox requires that all suppliers comply at all times with the Workplace Practices and for all Suppliers to confirm such practices are being complied with by executing the Ethical Sourcing Supplier Declaration ("Supplier Declaration Form").



## MODERN SLAVERY RISKS IN REDOX'S SUPPLY CHAIN

Redox has a complex multi-tiered supply chain, which spans various countries. Redox recognises that our complex supply chain creates a heightened risk of modern slavery occurring within our supply chains, as a result of the limited visibility and oversight of the working conditions present amongst our supply chain.

The main sources of modern slavery-related risks within our supply chain and operations are:

**Third-Party Labour:** We have identified that the employment of persons through third-party labour hire companies or recruitment agencies increases the risk of worker exploitation and unfair working conditions by reducing our visibility over recruitment, remuneration and workplace practices. In an effort to reduce modern slavery risks present with engaging third-party labour hire companies, before engaging the services

of any third-party labour hire company, Redox requires all third-party labour hire companies complete and sign a Supplier Declaration Form, which places a requirement on the company to comply with Redox's Supplier Code of Conduct.

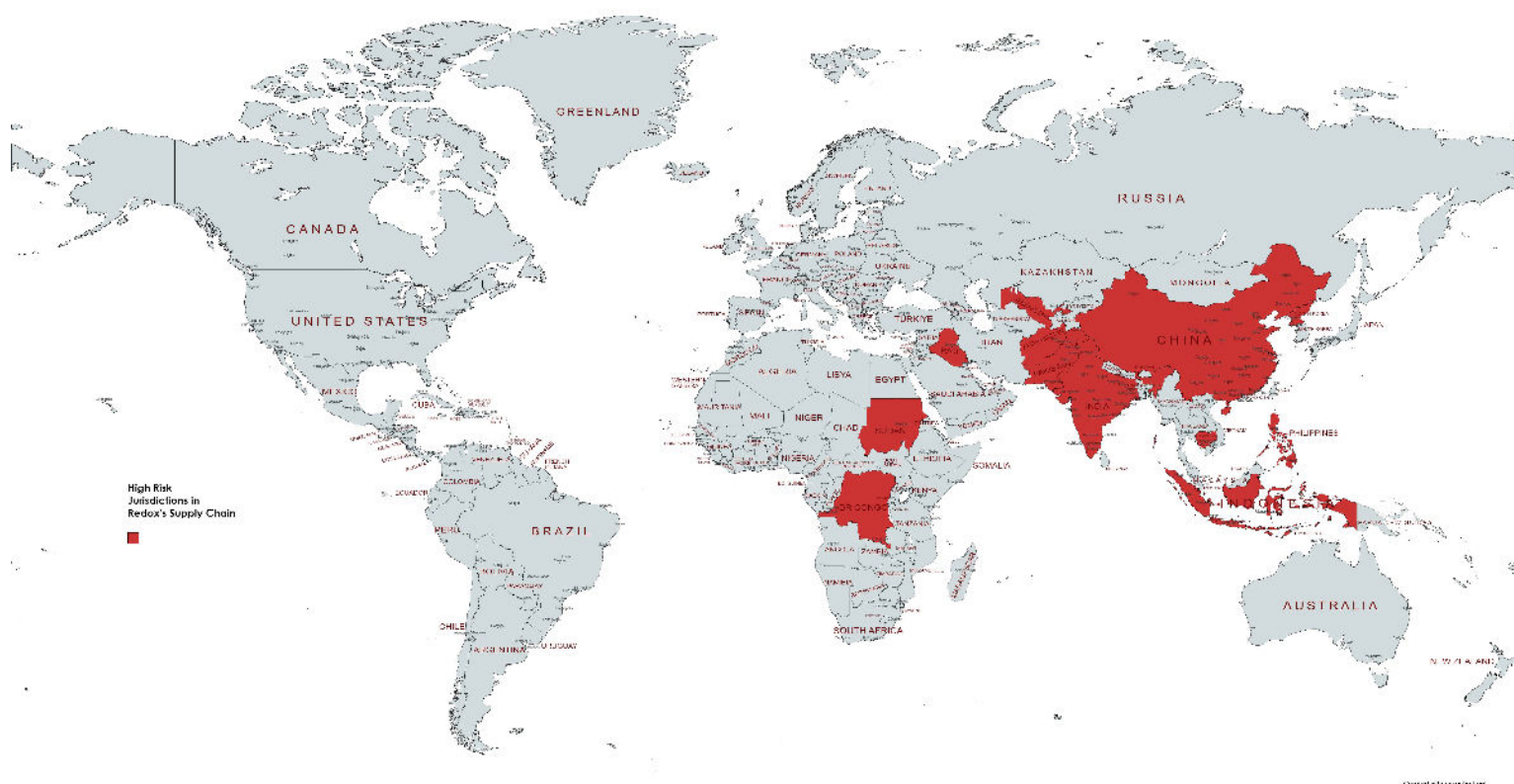
**Product or Services Market:** Redox has identified some products and services we source, such as palm oil and electronics, carry a greater risk exposure of modern slavery. To minimise the greater risk of modern slavery that is associated with some products and services, Redox has partnered with Roundtable on Sustainable Palm Oil (RSPO) to ensure that all of Redox suppliers of palm oil are producing Certified Sustainable Palm Oil.

**Supplier Geographic Location:** It has been identified that the procurement of goods or services from suppliers in certain geographic locations heightens the risk of modern slavery in our supply chains. To mitigate this risk, Redox applies a higher level of governance and implements more rigorous controls to suppliers who are located in geographies that are more prone to modern slavery.

## ACTIONS TAKEN TO ADDRESS IDENTIFIED MODERN SLAVERY RISKS

### SUPPLIER GEOGRAPHIC LOCATION RISK CATEGORY

**High Risk Jurisdictions in Redox's Supply Chain are identified in RED**





## ETHICAL SOURCING DECLARATION PROGRAM

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To mitigate the risk of modern slavery and unethical practices occurring in our supply chain, Redox have implemented our own modern slavery and ethical sourcing declaration program. Before any business contracts with a new supplier are entered into, Redox requires the suppliers complete a Supplier Declaration Form or provide their own modern slavery internal governance policies for assessment. Suppliers are assessed to identify the risks of the supplier not having practices in place which align with our Supplier Code of Conduct. If the supplier returns a signed Declaration Form or we accept their internal policies in lieu of our Declaration Form, it is deemed to be an approved supplier and Redox issue a modern slavery permit. Whilst modern slavery permits are generally valid for a term of five years, any suppliers who are located in a high-risk jurisdiction (High-Risk Supplier)<sup>8</sup> will be issued a high-risk modern slavery permit which will only be valid for a term of three years. Upon the expiry of a modern slavery permit, Redox will resubmit a new Supplier Declaration to the relevant supplier and ask that the new Supplier Declaration is signed so that a new permit can be issued accordingly. Redox also requires that any of our suppliers who were onboarded before this program was implemented complete the same process retrospectively.

The Supplier Declaration Form requires that our suppliers ensure their own suppliers, contractors, and employees comply with the minimum workplace practices in our Supplier Code of Conduct and provide Redox with rights of termination if the supplier is unable or unwilling to work towards full compliance with our minimum standards. Where non-compliance with the Supplier Code of Conduct is suspected, the Supplier Declaration Form grants Redox the right to investigate the business practices of the supplier, should Redox find this necessary.

Throughout the Reporting Period, Redox identified multiple modern slavery permits that were reaching the end of their term of validity. In accordance with Redox's modern slavery due diligence practices, Redox has reached out to all those suppliers and asked for a new Supplier Declaration Form to be completed and signed.

## SUPPLY CHAIN RISK MONITORING

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To further improve our existing modern slavery and ethical sourcing due diligence processes and our understanding of modern slavery and broader human rights risks that may be present within our supply chain, Redox regularly conducts reviews of the US Customs and Border Protection (CBP) Active Withhold Release Orders and Findings List. Redox's monitors the list to identify any suppliers within our supply chain who have been issued a Withhold Release Order (WRO) by the Commissioner or if findings have been published against them in the Federal Register. This practice ensures our view of risk is kept up to date and enables Redox to identify a supplier's critical breach of Redox's Supplier Code of Conduct.

CBP issues a WRO when the agency has reasonable evidence of the use of forced labour in the manufacturing or production of a goods entering the US. A WRO allows the CBP to detain the products in question at all US ports of entry until or unless importers can prove the absence of forced labour in their product's supply chain. CBP issues a finding when the agency has conclusive evidence of the use of forced labour in the manufacturing or production of a goods entering the US supply chain. A finding allows CBP to seize the product(s) in question at all US ports of entry.

During the Reporting Period, Redox identified three (3) suppliers in our supply chain who were either issued a WRO themselves or had ties to an entity issued a WRO. Redox has stopped engaging with these three (3) suppliers, since identifying they were issued with a WRO. Redox leveraged the findings to better articulate Redox's commitments regarding salient human rights. Redox maintains a vigilant watch over the CBP to keep abreast of suppliers within its supply chain and assist suppliers where possible to take steps to remediate identified issues before a WRO is issued. Redox understands remediation is multifaceted and are focused on supporting these suppliers in their ability to remediate concerns where possible. Where remediation does not occur and/or supplier's cannot verify that their workplace practices align with Redox's Supplier Code of Conduct, Redox has stopped engaging with such non-compliant suppliers.

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<sup>8</sup> "High-Risk Supplier" means a supplier based in a jurisdiction which is known to be at high-risk for engaging in modern slavery practices, and is designated a High-Risk Modern Slavery Permit, due to the jurisdiction in which they are located.

## SEDEX MEMBERS ETHICAL TRADE AUDIT

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Redox has taken the initiative to prompt suppliers to partake in the Sedex Members Ethical Trade Audit (SMETA) to stay up to date on the most recent audit history of Suppliers within our supply chain. The scope of the audits conducted by SMETA includes labour standards, health and safety and business ethics which in turn covers modern slavery concerns.

Throughout the Reporting Period, Redox has assessed SMETA supplier audits for the purposes of assessing a supplier's compliance with Redox's Supplier Code of Conduct and the possible risk of the supplier engaging in modern slavery.

Redox is considering changing its ethical sourcing process and procedures to make SMETA a requirement before engaging any High-Risk Suppliers. In order to progress with utilising SMETA to undertake a more detailed risk assessment of higher risk suppliers in the future, Redox will continue to prompt suppliers to engage in SMETA or request reports from suppliers who have already engaged with SMETA.

## RISK ASSESSMENT PROGRAM AND SUPPLY CHAIN MAPPING

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Redox has mapped out suppliers who are located in high-risk jurisdictions. Suppliers have been identified as high-risk if they are located in the region of Xinjiang, China; India; Philippines; DR Congo; Pakistan; Uzbekistan; Cambodia; Indonesia; North Korea; Sudan; Iraq or Afghanistan. The assessment of whether a supplier is in a high-risk jurisdiction, is dependent on factors such as, whether the jurisdiction:

- (a) Has weak government regulation;
- (b) Is prone to corruption, displacement or conflict; and
- (c) Fails to protect human rights.

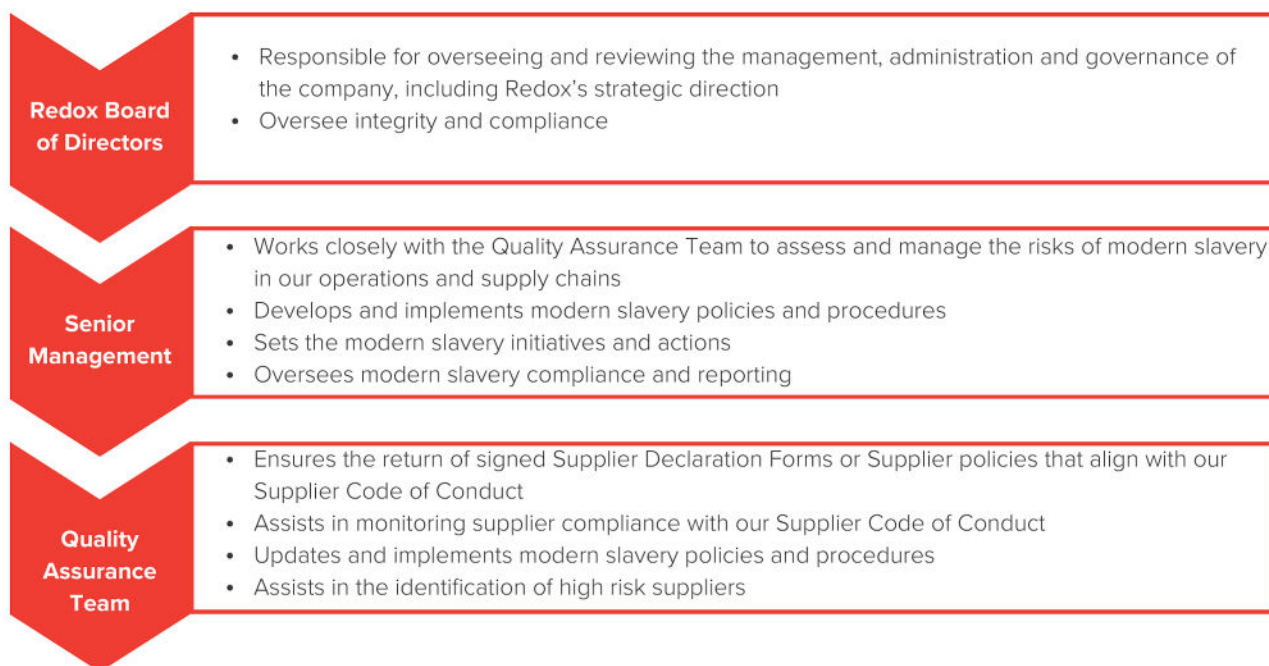
Redox is committed to continually improving the mapping of high-risk suppliers and intends in the future, to begin working on making the risk profile assessment of suppliers more sophisticated, by accounting for other factors that cause suppliers to be flagged as 'high-risk'. Other factors which Redox will consider placing a focus on in the future in the assessment of a supplier's risk profile, includes the type of products being purchased and or services being purchased.

## GOVERNANCE AND ACCOUNTABILITY

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Redox is committed to adhering to legislative instruments and applicable standards, whilst also aligning with community expectations when it comes to modern slavery governance. The Board is accountable for the management of modern slavery risks and implementation of our ethical sourcing commitments, by providing appropriate direction, guidance and governance. Even though the Board plays the principal role in the direction of modern slavery governance, the management of modern slavery risks is a collective effort. Both Senior Management and our Quality Assurance Team are also tasked with supporting the Board in addressing modern slavery risks within our operations and supply chains as set out below. To ensure that Redox is correctly guided and directed towards satisfying our objective to mitigate modern slavery risks within our operations and supply chain, the Board and Senior Management also receive periodic updates on the:

- (a) effectiveness of the actions that are implemented to address modern slavery risks; and
- (b) performance of Redox sites and key suppliers with respect to the management of modern slavery risks.



## COLLABORATION WITH ORGANISATIONS

Redox recognises that collaboration with industry-wide initiatives, government and non-government organisations is an important strategy to better manage modern slavery risks. This Reporting Period,, Redox worked collaboratively with non-government organisations and participated in and supported a range of initiatives that aim to reduce our modern slavery risks.

### Roundtable on Sustainable Palm Oil (RSPO)

Redox acknowledges that the palm oil industry in which we deal in is particularly vulnerable to modern slavery violations and unethical labour practices including excessive working hours, passport confiscation, induced indebtedness, contract substitution, underpayment of wages and child labour. Redox collaborates with RSPO to reduce risks associated with the procurement and distribution of palm oil in our supply chains. RSPO have developed a set of environmental and social criteria which Redox suppliers of palm oil must comply with to ensure our supply chains produce Certified Sustainable Palm Oil.

### Australian Trusted Trader (ATT)

Redox partners with ATT to secure Australia's borders and facilitate legitimate trade practices in our operations and supply chains. Redox is an accredited trusted trader by Australian Government Department of Home Affairs and the Australian Border Force with compliant trade practices and a secure supply chain.

### Rainforest Alliance (RA)

Rainforest Alliance is an international non-profit organization creating a more sustainable world by using social and market forces to protect nature and improve the lives of farmers and foresters. RA develops and implements certification standards to promote sustainable agriculture. Redox participates in the RA certification program which plays an important role in ensuring we drive a sustainable supply chain and improve working conditions in suppliers' factories or farms.

### SEDEX

Sedex provides data, tools and insights which gives Redox full visibility into their supply chain's sustainability performance. Redox's partnership with Sedex assist Redox with monitoring and improving its supply chain, by providing additional visibility of Redox's supply chain to ensure that Redox and its supply chain are engaging in ethical sourcing and continuing to promote sustainable sourcing practices.

## INTERNAL GOVERNANCE POLICIES

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Redox recognise our success in managing modern slavery risks in our operations and supply chains requires clear performance expectations and standards, including a set of policies that enshrine a clear commitment to protect labour rights. Redox has adopted a company-wide policy framework that outlines our baseline expectations for labour standards across our operations and supply chains. These policies are periodically reviewed and updated, with oversight from our executive leadership team.

### Company-wide policies and procedures with relevance to management of modern slavery

#### Modern Slavery Policy

Sets the baseline expectations for business operations and our employees with regard to labour standards, including child labour, forced and compulsory labour, human trafficking, freedom of association and collective bargaining

#### Whistleblower Policy

Outlines the process for making and investigating a disclosure in line with the Whistleblower Protection Scheme set out under the Corporations Act 2001 and the Taxation Administration Act 1953

#### Diversity Policy

This policy formalises our commitment to diversity and inclusion in our workplace

#### Harassment, Bullying and Discrimination Policy

Sets out Redox's commitment to providing safe, healthy, and respectful workplaces that are free from bullying, harassment, and discrimination

### Operational policies and procedures

#### Code of Conduct and Ethics

Our Code of Conduct and Ethics sets out our expectations of employees, officers and directors and serves as a guide to the ethical principles and business conduct at Redox

### Supply chain policies and procedures

#### Supplier Code of Conduct

Sets out our baseline expectations for our suppliers and their related companies in relation to human rights, human trafficking, discrimination, harassment and abuse, health and safety and environmental protection

## TRAINING AND CAPACITY BUILDING

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Redox maintains an ongoing focus on adequate training and development of our staff and acknowledges the vital role it plays in promoting modern slavery awareness throughout our businesses. All Redox employees and directors are required to undertake compliance training programs, including modern slavery training, every year to keep abreast of relevant legal and industry developments and ethical practices. The modern slavery training briefs employees on Redox's core values and includes several topics relevant to our management of modern slavery and labour rights. A failure to comply with our modern slavery policy may lead to disciplinary action, up to and including termination, consistent with local law. Our modern slavery training is periodically reviewed by senior management to ensure our employees continue to improve and develop their understanding of ethical sourcing and human rights. During this Reporting Period, Redox reviewed and updated our modern slavery training to ensure that all Redox employees are aware of the current actions Redox is partaking in to reduce the risk of modern slavery in Redox's operations and have comprehensive knowledge in identifying, assessing and responding to modern slavery risks. We are constantly working to reinforce and communicate our values and practices to our employees, shareholders, customers, suppliers, and the broader community.



## GRIEVANCE MECHANISMS

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Redox provide all workers within our operations and supply chains with access to grievance mechanisms to identify and escalate human rights issues or concerns. Redox continues to build human rights awareness and knowledge among employees in our operations, encouraging them to raise their concerns without fear of retaliation. The Whistleblower Police provides a framework for all directors and employees within Redox and external whistleblowers to report any issues, concerns of wrongdoing or breaches of Redox's Code of Conduct and Ethics, Supplier Code of Conduct and other relevant policies (Reporting Mechanism)<sup>9</sup>.

### Redox Whistleblower Policy

The Redox Whistleblower Policy, sets minimum standards for our business and contains details of how to make a report under the policy. Reports of misconduct are to be made to the Whistleblower Protection Officer or the General Council.

### Redox Code of Conduct and Ethics

It is a requirement that any unlawful or unethical behaviour that does not comply with the code be reported in accordance with our Whistleblower Policy or to our human resources manager.

### Supplier Code of Conduct

Any contravention of the workplace practices in the Supplier Code of Conduct must be immediately reported by the supplier to their Redox point of contact.

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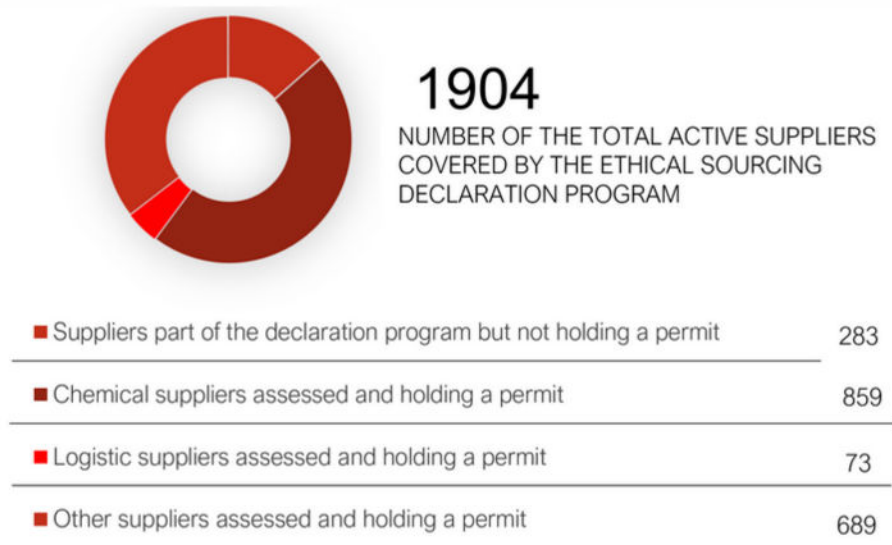
<sup>9</sup> The term "Reporting Mechanism" is used to denote Redox's Whistleblower Policy and the framework for reporting any issues, concerns of wrongdoing or breaches to Redox's Code of Conduct and Ethics, Supplier Code of conduct and other relevant policies that it provides.

## EFFECTIVENESS OF ACTIONS BEING TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

### ETHICAL SOURCING DECLARATION PROGRAM

It is difficult to measure the effectiveness of any single action Redox takes to address the risk of modern slavery in its operations and supply chain. To understand how Redox is managing the risk of modern slavery, it regularly reviews the effectiveness of our ethical sourcing declaration program by internally reporting on the number of active suppliers that have not returned a signed Supplier Declaration Form or acceptable policy and therefore not been issued a modern slavery permit.

### ETHICAL SOURCING SUPPLIER DECLARATION ASSESSMENT NUMBERS



By the end of the Reporting Period, Redox assessed and issued modern slavery permits to a total of 1621 new and current active suppliers, representing approximately 85% of our active supply chain. Since the end of the previous Reporting Period Redox's number of total active suppliers and chemical suppliers have almost doubled in numbers. However, the percentage of active suppliers holding a modern slavery permit within Redox's supply chain has remained neutral despite the significant increase in the number of active suppliers and the fact that 14 suppliers have permits which have expired this Reporting Period. No critical breaches of Redox's Supplier Code of Conduct were reported by suppliers to Redox during the Reporting Period. Redox however, identified 3 potential breaches of its Supplier Code of Conduct during the Reporting Period in its monitoring of the CBP Active WRO and Findings List.

### MODERN SLAVERY TRAINING

During this Reporting Period, Redox ensured that all Directors of Redox and employees who deal with Redox Suppliers, including but not limited to employees that form part of the Quality Assurance, Marketing, Logistics, Finance and Legal Teams, underwent Redox's Ethical Sourcing training course. On account of 17% of employees failing the modern slavery training, Redox's modern slavery training was updated this Reporting Period to better reflect and clarify Redox's responses and ethical sourcing commitments to minimising the risk of modern slavery within our operations and supply chain.

### GRIEVANCE REPORTING MECHANISMS

Redox maintains visibility over its Reporting mechanism, and is proud to report that this Reporting Period, Redox has not received any complaints come through its Reporting mechanism with respect to any potential violations or concerns. Thus, Redox was not required to investigate any grievances that were related to allegations of modern slavery throughout this reporting period. Redox has ensured that the Reporting Mechanisms are well advertised and accessible to all workers in direct operations and its supply chain. Redox has developed a 'WhistleBlower' training module this Reporting Period which employees will be required to undertake. The WhistleBlower training provides information on how to access the grievance Reporting Mechanisms and ensures that employees understand that the Reporting Mechanisms allow for confidential and anonymous reporting.



LOOKING AHEAD TO REDOX’S FOCUS FOR THE NEXT REPORTING PERIOD

Redox recognise that preventing and addressing modern slavery risks in our operations and supply chains requires long-term planning and vigilance. Redox are committed to continuously improving our strategies to minimise the risk of modern slavery in our operations and supply chain. During the next Reporting Period we will focus on:



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Redox will strengthen our Supply Chain mapping by implementing additional criteria such as types of products and/or services being purchased when determining whether a supplier falls into the category of a high-risk supplier.

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Redox will consider incorporating a system which requires high-risk suppliers to undergo SMETA if they have not done so already. This system will extend our ability to monitor the compliance of high-risk supplier's with respect to our Supplier Code of Conduct as the audit reports provide an insight to the working and ethical conditions of suppliers within our supply chain.

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Redox will consistently conduct our due diligence and ensure that any Suppliers who have a permit that is expired are re-assessed by having a new Supplier Declaration issued for completion and signing. Redox will also continue to increase the number of suppliers that hold a modern slavery permit by ensuring that both new and current existing suppliers sign Redox's Supplier Declaration Form or provide their internal policies evidencing compliance with Redox's Supplier Code of Conduct.

Redox are confident that the actions we intend to take in the next Reporting Period will support our continued multi-faceted approach to preventing and addressing modern slavery in our own operations and across our supply chains. We understand there is more we can do and will continue to work and seek progress on this global issue through meaningful and effective action, both across our business and in partnership with others.

Redox recognises modern slavery is an increasingly complex problem, best tackled by collective commitment and responsibility to bring it to an end.

This Statement has been prepared collectively and in consultation with management and key stakeholders, to deliver on our human rights commitments and ensure Redox's continuous improvement in identifying and mitigating modern slavery and ethical sourcing risks.

This Statement was reviewed and approved by the Redox Limited Board of Directors on 14 December 2023.

We are pleased to publish this Redox Modern Slavery Statement for the Reporting Period and commit to continuing to monitor and publicly report on our progress.



**Raimond Coneliano**

CEO and Managing Director

18 December 2023



RedoxGlobal



RedoxTweet



Redox  
Limited



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[www.redox.com](http://www.redox.com)