

At Wilmar Australia Holdings Pty Limited (**Wilmar Sugar**), we are guided by a set of values that define who we are and the way we work. We respect and strive to protect human rights and to this end, take steps to work towards identifying, managing and eliminating risks of modern slavery associated with our business activities and supply chains.

Consistent with this, we will:

- promote and foster a culture of continuous improvement with our employees, contractors, suppliers and the community to identify and address modern slavery risks;
- undertake due diligence to determine if risks of modern slavery exist within our operations and supply chain;
- act to mitigate and ultimately eliminate modern slavery risks within our operations and supply chains;
- inform and educate our employees on the risks of modern slavery and require employees to comply with this policy and associated standards and procedures;
- ensure we comply with all applicable local and national laws and regulations in respect of modern slavery;
- ensure accountabilities and responsibilities in relation to modern slavery are clearly defined and communicated within our organisation; and
- review and assess the effectiveness of our actions to assess and address modern slavery risks and undertake corrective measures where necessary.

Wilmar Sugar is committed to effectively implementing this Policy throughout our operations in Australia and New Zealand through the development and implementation of relevant standards and procedures within our business and a code of conduct for our suppliers.

This Policy applies to Wilmar Sugar and any subsidiaries or joint ventures it owns or controls.


A handwritten signature in black ink, appearing to read 'S. W. Rutherford'.

Shayne Rutherford

Head of Sugar & Renewables

Director

Wilmar Australia Holdings Pty Limited

A handwritten signature in black ink, appearing to read 'B. Duignan'.

Bernard Duignan

CEO, Sugar Australia Pty Limited

CEO, New Zealand Sugar Company Limited