

Title:	L004 – Modern Slavery Policy		
Issue Date:	September 2023	Version No	2

Modern Slavery Policy

1.0 PURPOSE

- 1.1** This Modern Slavery policy (**Policy**) affirms Ameropa Australia Pty Ltd (ABN 21 009 504 394) (**Ameropa, our** and/or **we**) (trading as Impact Fertilisers and Brown's Fertilisers) zero-tolerance approach to modern slavery. Ameropa is committed to corporate social responsibility and acting ethically and with integrity in all our business dealings.
- 1.2** Ameropa aims to implement and enforce effective systems and controls to ensure modern slavery is not taking place in our operations or our supply chains.
- 1.3** In addition to this Policy, Ameropa is compliant with the requirements set out in the *Modern Slavery Act 2018* (Cth) (**Act**) and submits a modern slavery statement (as required) in accordance with the Act.
- 1.4** The purpose of this Policy is to:
- (a) establish our commitment to mitigate, detect and respond to modern slavery risk;
 - (b) ensure compliance with all applicable laws and regulations in relation to modern slavery;
 - (c) confirm our commitment to form relationships with businesses that align with our values; and
 - (d) demonstrate our position to source products and/or services in accordance with legal, regulatory, and ethical obligations.
- 1.5** Definition of modern slavery:
- (a) Modern slavery refers to situations where offenders use coercion, threats or deception to deprive an individual of their liberty to exploit the victim for commercial or personal gain.
 - (b) This amounts to a violation of fundamental human rights.

2.0 SCOPE

- 2.1** This Policy applies to all persons, working for or on behalf of Ameropa, in any capacity, including employees, directors, officers, agency workers, contractors and consultants (**Personnel**).
- 2.2** Ameropa expects all Personnel to familiarise themselves with this Policy and to act in a way that is consistent with its requirements and the values outlined within it.
- 2.3** This Policy applies to all Personnel, irrespective of their location.

3.0 COMPLIANCE

- 3.1** Any breach of this Policy by any Personnel may be treated as serious misconduct and will be dealt with in an appropriate and prompt manner.

3.2 Action may be taken against any Personnel who breaches this Policy. The nature of that action will depend upon the severity of the breach.

4.0 AMEROPA'S ACTIONS

4.1 We seek to minimise modern slavery in our supply chain and operations by:

- (a) adopting a risk management approach and assessing suppliers through our many procedures and processes (for example, our due diligence questionnaire and our modern slavery risk assessment database);
- (b) continuously evaluating and monitoring modern slavery risk in our supply chain through these measures;
- (c) addressing any modern slavery risk, notifications and/ or complaints in accordance with this Policy and taking disciplinary action where necessary;
- (d) ensuring we continue to strengthen our commercial agreements by imposing modern slavery provisions upon our business partners;
- (e) raising awareness and educating our employees by providing tailored training in relation to modern slavery risk;
- (f) adopting this Policy and ensuring this Policy is accessible to all Personnel on our intranet and Ameropa Australia's website and the websites of Brown's Fertilisers and Impact;
- (g) procuring goods and/or services from suppliers who comply with our Supplier Code of Conduct and cooperate with our ethical standards; and
- (h) ensuring we partner with external stakeholders who implement their own modern slavery compliance measures.

5.0 PERSONAL RESPONSIBILITIES

5.1 Personnel are required to familiarise themselves with, and comply with, this Policy (or, if applicable, take verifiable steps towards compliance).

5.2 Personnel responsibilities include:

- (a) reporting any actual or suspected cases of modern slavery in accordance with the notification process set out in this Policy;
- (b) promoting ethical conduct and continuously monitoring conduct for non-compliance;
- (c) taking practical and effective steps to identify the risks of modern slavery; and
- (d) complying with any processes and procedures reasonably communicated to you by Ameropa from time to time in respect of modern slavery risks and/or this Policy.

6.0 NOTIFICATIONS

6.1 As outlined in this Policy, all Personnel play an important role in identifying the risks of modern slavery in our business operations. We undertake to treat all modern slavery complaints seriously and promptly act in an attempt to resolve the issue or concern.

- 6.2** Personnel must immediately notify Ameropa's contact if they have any concern about any suspected or actual risk or incident of modern slavery in any part of our (or their) business. Contact can be made by the email below.
- 6.3** Individuals who report an incident or risk of modern slavery under this Policy will not be subject to victimisation or reprisal. We encourage our Personnel to transparently disclose any concerns they may have.

Contact Details for notification or further enquiries are as follows:

Name and Title	Contact Details
Louise Le Grice Legal Counsel	llegrice@ameropa.com.au
Julie Davies General Manager People and Culture	jdavis@ameropa.com.au

7.0 AMENDMENTS TO THIS POLICY

This Policy may be amended, terminated, or replaced at Ameropa's discretion. The most recent version of this Policy will be accessible to members of the public on Ameropa Australia's website (www.ameropa.com.au) and the Brown's Fertilisers and Impact websites.

9.0 RELATED DOCUMENTS

Documents related to this policy are listed below:

Ameropa's Supplier Code of Conduct
Code of Conduct Policy
Counselling and Disciplinary Policy
Discrimination, Harassment and Bullying Policy
Conflict of Interest Policy
Anti-Bribery and Corruption Policy
Whistleblower Policy

APPROVED BY:



Jim Mole, Chief Executive Officer

DATE:

20/9/2023.

