

## Modern Slavery Policy

### 1. INTRODUCTION

- 1.1 This Policy supports the Peet Group's commitment to operating ethically and in compliance with the *Modern Slavery Act 2018* ("Act").
- 1.2 The purpose of this Policy is to:
  - seek to minimise the risk of Modern Slavery occurring within Peet, its supply chain and in any other business relationship; and
  - ensure compliance with the Act.

### 2. CONTEXT AND SCOPE

- 2.1 In this Policy "Peet", "Company" or "Peet Group" refers to Peet Limited, subsidiary companies, syndicates and other Peet managed entities, as the circumstance requires.

### 3. MODERN SLAVERY AND PEET

- 3.1 Peet does not support or condone acts of Modern Slavery in any form.
- 3.2 Peet has established a working group comprising senior managers from its compliance and operations teams to:
  - gain an understanding of the risk of Modern Slavery occurring within the Peet Group, including its operations and supply chains;
  - have dialogue with its major suppliers in respect to their Modern Slavery risks;
  - commence the development of a plan to implement systems and processes to mitigate against the risks of Modern Slavery within the Peet Group;
- 3.3 Where a risk of Modern Slavery is identified, Peet will seek to work with suppliers in both understanding and educating them of the impacts of Modern Slavery.
- 3.4 It is expected that the systems and processes adopted to mitigate against the risk of Modern Slavery will continue to adapt over a period of time as the Group gains a greater understanding of its role (if any) in contributing to Modern Slavery. This may include:
  - working collaboratively with its suppliers to seek to implement changes where the risk arises within the Group's supply chain; and
  - the introduction of Modern Slavery training for relevant Peet employees.

#### **4. OVERSIGHT**

- 4.1 The Board of Peet, through the Audit and Risk Management Committee (“ARMC”), is responsible for monitoring the management of Peet’s Modern Slavery risks.
- 4.2 The active identification of risks and implementation of mitigation measures, is generally the responsibility of Peet management.

#### **5. POLICY REVIEW**

- 5.1 The Board is responsible for approving and reviewing this policy, via the ARMC, as required.