

Modern Slavery - Supplier code of conduct

1. INTRODUCTION

1.1 The purpose of this Code is to:

- support the Peet Group's commitment to operating ethically and to minimise the risk of Modern Slavery occurring within Peet and its supply chain; and
- ensure compliance with the *Modern Slavery Act 2018* ("Act").

2. CONTEXT AND SCOPE

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

2.2 This Code has been prepared in accordance with Peet's Modern Slavery Policy found at www.peet.com.au/investor-centre/peet-ltd/corporate-governance

2.3 The Board of Peet, through the Audit and Risk Management Committee ("ARMC"), is responsible for monitoring the management of Peet's Modern Slavery risks.

3. MODERN SLAVERY AND PEET

3.1 Peet does not support or condone acts of Modern Slavery in any form.

3.2 Where a risk of Modern Slavery is identified, Peet will seek to work with suppliers in both understanding and educating them on the impacts of Modern Slavery.

3.4 As the Group continues to develop its knowledge of the role it plays (if any) in contributing to Modern Slavery, its systems, and processes to mitigate against this risk will adapt over time. This will include working collaboratively with its suppliers to:

- understand the risk of Modern Slavery occurring within the Group's supply chain; and
- seek to implement changes to address any identified increased level of Modern Slavery risk arising within the Group's supply chain.

4. SUPPLIER EXPECTATIONS

4.1 As a minimum, we expect our suppliers, service providers and contractors to:

- comply with all applicable laws and regulations, including the payment of wages in line with those laws and regulations;

- treat those who work for or on behalf of its business with dignity and respect, promoting an environment free from discrimination, harassment and victimisation;
- oppose Modern Slavery in all forms;
- monitor supply chains for compliance with the above requirements;
- investigate any increased risk of Modern Slavery occurring within their respective business; and
- assist Peet in understanding and mitigating the risk of Modern Slavery occurring within its supply chain by providing timely responses to questionnaires, queries, or other correspondence as dictated by the processes and systems adopted by Peet in addressing the risk of Modern Slavery.

5. CODE REVIEW

- 5.1 Peet reserves the right to amend this Code as required.