



Modern Slavery, Human Rights, and Equality Policy

Pulplex recognizes its responsibility to protect human rights, eliminate modern slavery, and promote equality across our global supply chain and within our organization. This policy outlines our commitments and the measures we will take to uphold these principles.

We will:

1. Help prevent Modern Slavery

Commit to the elimination of all forms of modern slavery, including forced labour and human trafficking in our supply chain and only partner with those who match this standard.

Conduct regular assessments and address relevant risks in our supply chains and operations.

2. Promote Human Rights

Uphold the human rights of all stakeholders in our business, in accordance with all relevant and recognised standards.

3. Promote Equality and Inclusion

Commit to promote a culture of diversity and equality and not tolerate discrimination based on race, gender, age, disability, sexual orientation or religion.

4. Supplier Engagement

Implement robust due diligence practices, including supplier audits and compliance checks in our operations and supply chains.

Establish clear ethical contract standards for suppliers, requiring adherence to our values on human rights and modern slavery.

5. Employee Education and Training

Provide regular training for employees on human rights, modern slavery, and diversity issues to ensure awareness and understanding and encourage an open culture where concerns can be raised without fear of reprisal.

6. Monitoring and Reporting

Develop and maintain transparent reporting mechanisms for employees and partners to safely report any concerns regarding human rights violations or unethical practices.

Regularly monitor and review our policies and practices, ensuring continuous improvement and alignment with best practices.



Roles and responsibilities

Responsibility for the implementation and oversight of this policy lies with our Senior Leadership and Operations team. We will regularly report on our progress and performance in our annual ESG report.

Target Outcome

By effectively implementing this policy, Pulpex will make a positive impact in the markets we serve and the suppliers we use to promote human rights, support the eradication of modern slavery, and ensure equality.

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Signed Electronically by Scott Winston

Chief Executive Officer

09 December 2024