

Modern Slavery Risk Management Plan

Approved by Dean Comrie, General Manager

Wesfarmers Industrial & Safety (“WIS”) and its business units oppose the use of modern slavery practices and are committed to their ongoing journey of reducing and eradicating the risk of modern slavery practices in their supply chains and throughout their business operations, both domestically and abroad.

The Modern Slavery Risk Management Plan (“the Plan”) aligns with our core values of fairness and integrity, our ethical and moral obligations, and the growing importance of human rights to our employees, shareholders, customers and the communities that we operate in.

In this Plan, “modern slavery” means any activity, practice or conduct that would constitute an offence in relation to slavery, forced labour, involuntary servitude, debt bondage, human trafficking, and other slavery-like exploitation as prohibited or defined as a modern slavery offence under all applicable anti-slavery and human trafficking laws, statutes and codes from time to time in force, including but not limited to the legislation referred to below. For the avoidance of doubt, modern slavery includes any conditions or practices similar to those prohibited under applicable laws, statutes, regulations and codes.

The basis of our approach to Modern Slavery and human rights is grounded in a variety of codes, regulations and statutes, including:

<i>The Modern Slavery Act 2018 (Cth)</i>	The UN Universal Declaration of Human Rights
<i>The Modern Slavery Act 2018 (NSW)</i>	The Base Code of the Ethical Trading Initiative
<i>The Crimes Act 1900 (NSW)</i>	The UN Global Compact
<i>The Criminal Code Act 1995 (Cth)</i>	The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
	The UN Guiding Principles on Business and Human Rights

In adopting the Plan, WIS and each of its business units are committed to:

- identifying and taking actions to address modern slavery risks and increasing transparency within its supply chains and business operations;
- assessing the effectiveness of actions taken to address modern slavery; and
- providing training on ethical sourcing and human rights to its employees, and suppliers.

Modern slavery risk management for WIS

Accountability for modern slavery issues, with an identified risk owner

WIS business units acknowledge that they are accountable for addressing modern slavery issues in operations and supplier contracts and have nominated a specified individual to be responsible for co-ordinating the management of this risk.

Supply chain mapping and risk assessment

WIS business units assess the risks of modern slavery across their operations. The risk assessment initially addresses modern slavery risks of tier 1 suppliers. The assessment then

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	widens to include suppliers who are determined by each WIS business units to present a high(er) risk.
On-boarding and contracting	WIS business units perform due diligence on new suppliers to determine their risk level and control procedures in relation to ethical sourcing and modern slavery as appropriate for its business. Each WIS business unit has a process in place to consider the supplier's ethical sourcing and modern slavery performance during supplier on boarding.
Audit and compliance program	WIS business units assess suppliers through their ethical sourcing program to confirm compliance with this Plan. When required, WIS business engage accredited third party auditors.
Training	WIS business units ensure that team members who operate in high risk areas or who work in high risk jurisdictions receive training on the respective WIS and Wesfarmers Modern Slavery policies and any supporting processes applicable to their role.
Complaints mechanism	WIS business units have an accessible and publicised reporting mechanism for concerns or disclosures in relation to modern slavery, which allows for confidential reporting and provides protection from reprisal. There is a clear process for investigating and reporting on the issues raised through the reporting mechanism.
Remediation	WIS business units are be committed to working with suppliers to remediate any breaches of this Plan.
Stakeholder engagement	WIS business units have an approach to stakeholder engagement in place.
Review	WIS business units frequently monitor and annually review the effectiveness of the risk management measures described in this Plan.