

Modern Slavery Policy

Date: December 2024

Where *you* belong

PEET

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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:
 - (a) seek to minimise the risk of Modern Slavery occurring within Peet, its supply chain and in any other business relationship; and
 - (b) 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:
 - (a) gain an understanding of the risk of Modern Slavery occurring within the Peet Group, including its operations and supply chains;
 - (b) have dialogue with its major suppliers in respect to their Modern Slavery risks; and
 - (c) develop 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 time as the Peet Group gains a greater understanding of its role (if any) in contributing to Modern Slavery. This may include:
 - (a) working collaboratively with its suppliers to seek to implement changes where the risk arises within the Peet Group's supply chain; and
 - (b) 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.