

Modern Slavery Policy

1. Modern Slavery Policy

- 1.1 This Anti-Modern Slavery Policy ('Policy') applies to the Sektor group of companies being Sektor Group Ltd (New Zealand), Sektor Pty Ltd (Australia), Sektor Ltd (New Zealand), Sektor Distributors Sdn., Bhd. (Malaysia), Sektor Distributors (Thailand) Co. Ltd, (Thailand) Ltd., and Sektor (Vietnam) Company Ltd. (Vietnam), collectively, ('Sektor').
- 1.2 This Policy should be read in conjunction with, and is supported by, Sektor's Code of Conduct, Whistleblower Policy, Anti-Bribery and Anti-Corruption Policy, Policy for Children in the Workplace and Privacy Policy.
- 1.3 This Policy is available on Sektor's website.

2. Scope

- 2.1 This Policy applies to all persons working for or on behalf of Sektor, in any capacity, including employees, directors, officers, agency workers, contractors and consultants ('Personnel').

3. Purpose

- 3.1 To outline Sektor's commitment to identifying and addressing risks of modern slavery that may or could exist in its operations and supply chains. This Policy also sets out Sektor's expectations for its Personnel, and the standards we expect from those in our supply chain.

4. Modern Slavery

- 4.1 Sektor recognises that modern slavery can occur in many forms. Modern slavery includes:
 - a) any practices described as such under the *Australian Modern Slavery Act 2018 (Cth)* and other applicable laws and regulations in the areas which Sektor operates; and
 - b) slavery, servitude, forced labour, human trafficking, debt bondage and the exploitation of children as labourers.

5. Policy

- 5.1 Sektor is committed to working closely with its Personnel and suppliers to identify and address any risks of modern slavery that may or could exist in our operations and supply chains. We demonstrate this commitment by:
 - a) adhering to applicable **laws and regulations** in the countries which we operate, including making an annual public modern slavery statement under the *Australian Modern Slavery Act 2018 (Cth)*
 - b) continually engaging with our suppliers to **better understand their supply chains** and any potential modern slavery risks they face

- c) continually engaging with our Personnel and suppliers to **raise awareness** and **identify potential risks** of modern slavery in Sektor's operations and supply chains. This includes communicating with our suppliers regarding the actions Sektor would like them to take and how they can engage with Sektor on any modern slavery matters that arise
- d) strongly encouraging our suppliers to have **modern slavery controls** in place (e.g. supply chain mapping, modern slavery due diligence exercises and policies)
- e) requiring our suppliers to **notify us** of details of any actual or suspected occurrence or incident of modern slavery, and working with our suppliers to assess the issue and consider next steps
- f) where modern slavery **issues are identified**, taking appropriate action
- g) providing our Personnel with a **non-discriminative work environment** that is free from harassment or victimisation, and **encouraging them to speak up** about any human rights or modern slavery risks they become aware of; and
- h) **prohibiting** engagement in any form of modern slavery, including child labour in its supply chains.

6. Reporting, disclosure and remediation

- 6.1 Sektor takes any allegations of modern slavery or human rights breaches seriously.
- 6.2 We are committed to addressing potential and actual risks of modern slavery, and the advancement of human rights across our organisation and supply chain.
- 6.3 Sektor expects and encourages its Personnel and suppliers to report any concerns regarding unethical conduct, or any actual or suspected occurrence of incident of modern slavery.
- 6.4 Sektor recognises the importance of ensuring individuals feel comfortable disclosing matters that are of legitimate concern without fear of detrimental conduct. This is supported by Sektor's Code of Conduct and Whistleblower Policy.
- 6.5 If Sektor identifies that it has caused, contributed or is directly or indirectly linked to any form of actual or suspected modern slavery, we will take steps to address, co-operate or remediate the issue as soon as possible.

7. Continuous improvement: Review of this Policy

- 7.1 This Policy reflects Sektor's current practice. Sektor is committed to driving continuous improvement in relation to its modern slavery compliance program and processes.
- 7.2 Sektor's modern slavery compliance program (including this Policy) will be reviewed regularly by the Board, to ensure it continues to evolve to reflect Sektor's modern slavery compliance practices, and relevant laws.

Variations

Sektor reserves the right to vary, replace or terminate this Policy from time to time.

Policy authorised by: Board Of Directors, Sektor Group Ltd.

November 2023