

# Modern Slavery Statement

## Introduction

This statement has been published in accordance with Modern Slavery Act 2018(Cth). It sets out the steps taken by the companies of Westlab to prevent modern slavery and human trafficking in its business and supply chains.

Slavery, forced labour, servitude and human trafficking (modern slavery) are issues of growing global concern, affecting all sectors, regions and economies. Westlab considers modern slavery and human trafficking to be abhorrent crimes and fundamentally unacceptable within its business and supply chains. Westlab is committed to conduct business in an ethical manner, to a high standard, wherever it operates, and upholding our responsibility to be alert to the risks in its business and in the wider supply chain.

## Structure, Operations, and Supply Chains

The majority of Westlab’s operations are located in Australia; Westlab also have divisions with team members located in New Zealand and Canada.

Westlab sources products for resale, materials for manufacturing, contract labour to carry out services, as well as indirect equipment and services. Procurement of products, materials, and contract labour are all considered to be part of Westlab’s supply chains.

Westlab sources from a range of locations including Australia, China, Germany, India, Italy, Korea, Lebanon, Turkey and the UK. Westlab do not own the factories where products are made, but instead engage third-party suppliers to manufacture the majority of products. By buying from manufacturers in Australia and overseas, Westlab supports economic development in the countries where we source.

## Risk of Modern Slavery Practices in Operations and Supply Chain

As Westlab’s supply chain is international and multi-tiered in nature, there is limited visibility and capacity to have clear oversight of working conditions at every level, which increases the risk of undetected modern slavery issues. Westlab has identified the following areas which are at a higher risk of modern slavery:

### 3rd Party Labour

Westlab has identified an increased risk of modern slavery amongst workers employed by our suppliers or 3rd Party labour hire companies that provide services such as manufacturing, cleaning, and raw material production.

### Shipping and Transport Providers

Westlab acknowledges that freight forwarders, maritime cargo shipping, and charter vessels are at high risk of embedding modern slavery practices. This is due to the nature of maritime shipping operating across international borders and at High Seas, and difficulties associated with enforcing standard work practices across a highly fragmented and multi-national regulatory regime.

### Countries of Sourcing

There are significant modern slavery risks associated with sourcing specific products and services from certain countries:

Country	Risk	Products/Services Sourced
Australia	Migrant labour exploitation	Cleaning, maintenance, contractor services
China	Freedom of association, forced labour, excessive overtime, debt bondage, child labour	IT equipment, office supplies, garments, general merchandise

Country	Risk	Products/Services Sourced
India	Forced labour, debt bondage	Glassware, chemicals, scientific equipment
Italy	Forced labour, migrant labour exploitation	Scientific equipment
Korea	Forced labour, child labour	Glassware, plasticware
Lebanon	Human trafficking, migrant labour exploitation, forced labour, debt bondage	Glassware
Turkey	Human trafficking	Glassware
UK	Human trafficking, migrant labour exploitation, forced labour	Scientific equipment

## Actions Taken to Address Modern Slavery Risks

Westlab is committed to complying with the laws and regulations of the countries in which it operates in and applies due diligence when assessing its current supply chain and when onboarding new suppliers.

### Onboarding Suppliers

Before Westlab conducts business with a new supplier, the supplier is required to fill out a modern slavery questionnaire designed to support the identification of modern slavery risks. The completed questionnaire is then assessed together with other risk factors such as country of origin, type of goods/services procured and transportation mode to produce an overall risk profile. Based on the risk profile, Westlab will decide to:

- a) Onboard the supplier without further actions; or
- b) Seek further information/clarification from the supplier; or
- c) Request the supplier to change its business process; or
- d) Not to onboard the supplier.

### Assessing Current Supply Chain

To minimise the risk of modern slavery practices creeping into Westlab's existing supply chain, an annual risk-based audit program is conducted on suppliers that provide the top 80% of products to Westlab by value. Where non-compliant practice is identified, the supplier is required to rectify the issue to Westlab's satisfaction within a reasonable timeframe. If the supplier is unable or unwilling to carry out the required rectifications within a reasonable timeframe, Westlab will terminate all business relationship with the supplier and promptly share the relevant information to relevant reporting bodies. Westlab will not re-engage with the supplier until it is able to demonstrate that all previous issues are rectified and complete a new supplier onboarding assessment.

## Assessing the Effectiveness of Actions

Westlab regularly undertake reviews of its approach to identify modern slavery practices. The risk profiles of suppliers are valid for a maximum of three years and an updated assessment is conducted upon the expiry of the profile. Non-compliant practices are reviewed and discussed with the Board of Directors annually to assess the effectiveness of the actions taken; the findings are then used to improve Westlab's due diligence process and enhance its capability to identify future breaches.