



# Modern Slavery Policy

In this Policy, "**Walker**" means Walker Corporation Pty Limited (ACN 001 176 263) as trustee for the L A Walker Family Trust (ABN 92 134 623 291), Walker Group Holdings Pty Limited (ACN 001 215 069) and all their respective Australian domiciled controlled and related entities.

## Purpose

Walker is committed to conducting its business ethically, with integrity, and in accordance with the law. Part of this commitment involves doing the right thing to help eradicate all forms of modern slavery.

This Policy applies to all individuals, including directors, officers, employees, contractors, or consultants, who are employed by, act for, or represent Walker (**Walker Personnel**).

## What is modern slavery?

Modern slavery is the exploitation of an individual for personal or commercial gain. Modern slavery can take various forms, such as slavery, servitude, forced and compulsory labour, debt bondage, child labour and human trafficking.

Walker does not tolerate modern slavery in any form, and will actively work to address this within its operations and supply chains.

Walker is committed to implementing and enforcing effective systems and controls to ensure its compliance and obligations are met under the *Modern Slavery Act 2018* (Cth) (**Act**).

## Reporting

In accordance with relevant provisions of the Act, Walker's modern slavery statement is required to be submitted to the regulator prior to 31 December of each calendar year. The statement is required to provide detail on the following:

- the structure, operations and supply chains of the relevant reporting entities;
- the risks of modern slavery practices in the operations and supply chains of the reporting entities, and any entities that the reporting entity owns or controls;
- the actions taken by the reporting entities and any entity that the reporting entities own or control, to assess and address those risks, including due diligence and remediation processes;
- how the reporting entity assess the effectiveness of such actions;
- the process of consultation with:
  - any entities that the reporting entity owns or controls;
  - the entities giving the statement; and
- any other information considered relevant.

A copy of Walker's current modern slavery statement can be found on the Commonwealth modern slavery register at <https://modernslaveryregister.gov.au/>

Walker will regularly review and refine its processes and frameworks to ensure the modern slavery requirements are understood and actioned by all Walker Personnel.

### **Responsibility for this policy**

Our Chief Operating Officer has overall responsibility for this policy. Our Group General Counsel has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery. Management at all levels are responsible for ensuring Walker Personnel understand and comply with this policy, and are given adequate and regular training on it and the issue of modern slavery in supply chains. Walker Personnel must act in accordance with this policy

### **Updates to this policy**

Walker reserves the right to review this policy at any time to take into account of new laws, regulatory or legislative requirements, changes to business operations and work practices. Amendments will be incorporated into this policy.