



Modern Slavery Policy

Snell Packaging & Safety Limited is committed to acting ethically and with integrity in all our business dealings and relationships. We are dedicated to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This policy aims to ensure that Snell Packaging & Safety Limited has a clear stance on modern slavery and human trafficking and outlines the measures we take to prevent, identify, and address such practices within our business and supply chains.

This policy applies to all persons working for Snell Packaging & Safety or on our behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants, and business partners.

Snell Packaging & Safety Limited is committed to:

- Adhering to international standards and guidelines to prevent and address Modern Slavery.
- Ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains.
- Continually reviewing our practices to combat modern slavery and human trafficking.

To identify and mitigate modern slavery risks, we will:

- Conduct risk assessments to identify parts of our business and supply chains where there is a risk of modern slavery.
- Engage with suppliers to ensure they are aware of our modern slavery policy and standards.
- Implement supplier audits and assessments to evaluate their adherence to anti-slavery measures.
- Include anti-slavery obligations in our contracts with suppliers.

We will provide training to our employees and management to ensure they understand and recognize the signs of modern slavery and know how to report concerns. Awareness programs will be conducted regularly to keep the issue of modern slavery at the forefront.

Employees, suppliers, and business partners are encouraged to report any concerns related to modern slavery or human trafficking. Reports can be made confidentially to the designated officer. All reports will be taken seriously and investigated thoroughly.

SHAUN WILLIAMS, CHIEF EXECUTIVE
Reviewed September 2026

Objectives for 2026

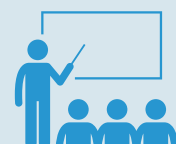


Review Snell Supplier Code of Conduct detailing ethical business practices including, but not limited to, Integrity, Occupational Health and Safety, Fair labour Practices, Free Association and Collective bargaining, Child labour and Forced labour, discrimination, Grievance mechanisms and Community relations.

Target: >95% acceptance.



Develop centrally integrated hub for improved supplier mapping and risk analysis by QTR4 - FY2027



Revise Snell Modern Slavery Training awareness content & conduct awareness training for all staff by end of 2026.



Develop new Modern slavery / Human rights statement by Q3 FY2027.



Re-align Modern Slavery Policy annual review for March period to coincide with other company policy reviews.