

Modern Slavery Policy

This policy reflects Ridley's commitment to seek to protect against all forms of modern slavery and serious exploitation including forced, compulsory, or trafficked labour, or anyone held in slavery or servitude – both within our organisation, or as part of our supply chain, within the countries in which we operate.

Our commitment includes seeking to educate and influence those in our supply chain so as to reduce the risk of modern slavery taking place in their own operations. We expect service providers, suppliers and contractors to share the commitment to act lawfully and ethically and to work to ensure that modern slavery is not taking place within their own organisations or supply chains.

This Policy applies to the Ridley Group of companies and participants in our supply chain.

Modern Slavery describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom. Coercion, threats and deception can be explicit or implicit.

Forms of Modern Slavery include trafficking in persons, slavery, servitude, forced marriage, using forced labour in the performance of any work, debt bondage, deceptive recruitment for labour or services and the worst forms of child labour means extreme forms of child labour including enslavement or exposure to dangerous work.

Reporting: You can report a suspected instance of modern slavery relating to Ridley's operations or supply chain as follows:

External Report via Stopline: Stopline is independent of Ridley and you may report anonymously if you choose.



Telephone (24 hours) Toll Free:
Reverse charge (free to caller):
Online:
Email:
Mail:

In Australia: 1300 304 550
Overseas: 02 5500 7307
<https://ridley.stoplinereport.com>
Ridley employees by email to ridley@stopline.com.au
Ridley c/o Stopline, PO Box 403, Diamond Creek, VIC 3089 Australia.

Report to Ridley:

- If you are a **Ridley employee** – report a modern slavery concern to your supervisor.
- For **other persons** – raise your concern with your usual Ridley contact.

Report via Ridley's Speak Up Policy including via Stopline or to a Ridley Contact person (anonymously if you choose):

Internal (Ridley) Contact People:

General Counsel and Company Secretary
Email: Secretary@ridley.com.au

Chief People Officer
Webform: <https://www.ridley.com.au/contactgmpeople/>

Chief Executive Officer and Managing Director
Webform: <https://www.ridley.com.au/contact-ceo/>

Chair Audit and Risk Committee
Webform: <https://www.ridley.com.au/chair-risk-audit/>

You may also call and ask to speak to an Internal Contact Person on +61 (03) 8624 6500 or write to a Contact Person Level 9, South Tower Rialto, 525 Collins Street, Melbourne VIC 3000.

Any personal information received by Ridley in relation to a report submitted under this policy will be held and used by Ridley in accordance with Ridley's Privacy Policy (available at <https://www.ridley.com.au/privacy-policy/>).

Approved by the Board: October 2024