



Modern Slavery Statement 2025



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Scott Mayne
Bunzl APAC Managing Director
30 June 2025

I am pleased to present the Bunzl Asia-Pacific Modern Slavery Statement 2025, covering the reporting period from 1 January to 31 December 2024.

This Statement outlines the actions we have taken to identify, assess, and address the risks of modern slavery and human trafficking within our operations and across our supply chain.

Expectations from policymakers, customers, and stakeholders for greater transparency and accountability in managing supply chain risks continue to grow. In response, Bunzl remains committed to continuous improvement, underpinned by a strong, risk-based approach to responsible sourcing across all regions where we operate.

With nearly 50 million people worldwide affected by modern slavery, 28 million of whom are in forced labour — we acknowledge the very real risks of human rights violations in global manufacturing supply chains. These figures reinforce the importance of robust due diligence and governance systems to prevent, detect, and mitigate instances of modern slavery.

Bunzl Asia-Pacific is part of the global Bunzl Group, a wholesale distribution business headquartered in London, UK.

As a wholly owned subsidiary of Bunzl plc, we operate under Group-wide policies and principles, applied consistently across all Bunzl businesses. With our extensive supply chain and broad sector reach, we recognise that our responsibilities extend far beyond our own people and premises. We are committed to eliminating modern slavery from both our direct operations and our supply chain.

We continue to build awareness and capability across our teams, ensuring all employees regardless of their role are equipped to identify and respond to potential risks of modern slavery.

For over 15 years, Bunzl has maintained a risk-based supply chain audit program led by our Global Supply Chain Solutions team. This team manages the Group-wide audit framework, which applies to all Bunzl subsidiaries, including Bunzl Asia-Pacific. Since 2015, the number of suppliers assessed globally has more than tripled.

In 2024 alone, 1,175 suppliers were assessed globally through this program. The proportion of high-risk global spend covered by audits rose to 89%, up from 81% in 2023. We remain on track to meet our global target: to ensure 90% of high-risk spend is sourced from assessed and compliant suppliers by the end of 2025, with all Bunzl subsidiaries, including Bunzl Asia-Pacific, contributing to this goal.

Scott Mayne

01 Our report and commitment

Modern slavery is a global issue that demands collective global action. As an international business, Bunzl is fully committed to eliminating all forms of modern slavery and respecting human rights throughout our own operations and supply chain.

We take proactive steps to ensure our employees understand and uphold our zero-tolerance approach to forced labour, child labour, and human trafficking. We expect our suppliers to meet or exceed relevant local legislation and international standards for worker welfare and employment conditions, including those set by the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI). We also seek to ensure these standards are consistently applied within our suppliers' own operations and extended supply chains.

This statement covers the period 1 January to 31 December 2024. It has been approved by Bunzl Asia-Pacific Managing Director, Scott Mayne on 30 June 2025 and submitted to Australian Border Force and published on the [Bunzl APAC website](#).

It applies to Bunzl Asia-Pacific, its subsidiary businesses operating in Australia, New Zealand and Singapore, including Bunzl Australia & New Zealand (BANZ) and Bunzl Safety & Lifting (BSL) both of which are required to publish a Modern Slavery Statement annually in accordance with the Australian Modern Slavery Act 2018. The statement also includes other subsidiary entities: Interpath, Atlas McNeil, Melbourne Cleaning Supplies (MCS), Fire Rescue Safety Australia (FRSA), Nelson Packaging, ContainIT, GRC Medical, PowerVac, Medshop, Harvey Distributors, USL, Obex, Toomac, Cubro, DBM Medical, and LSH.

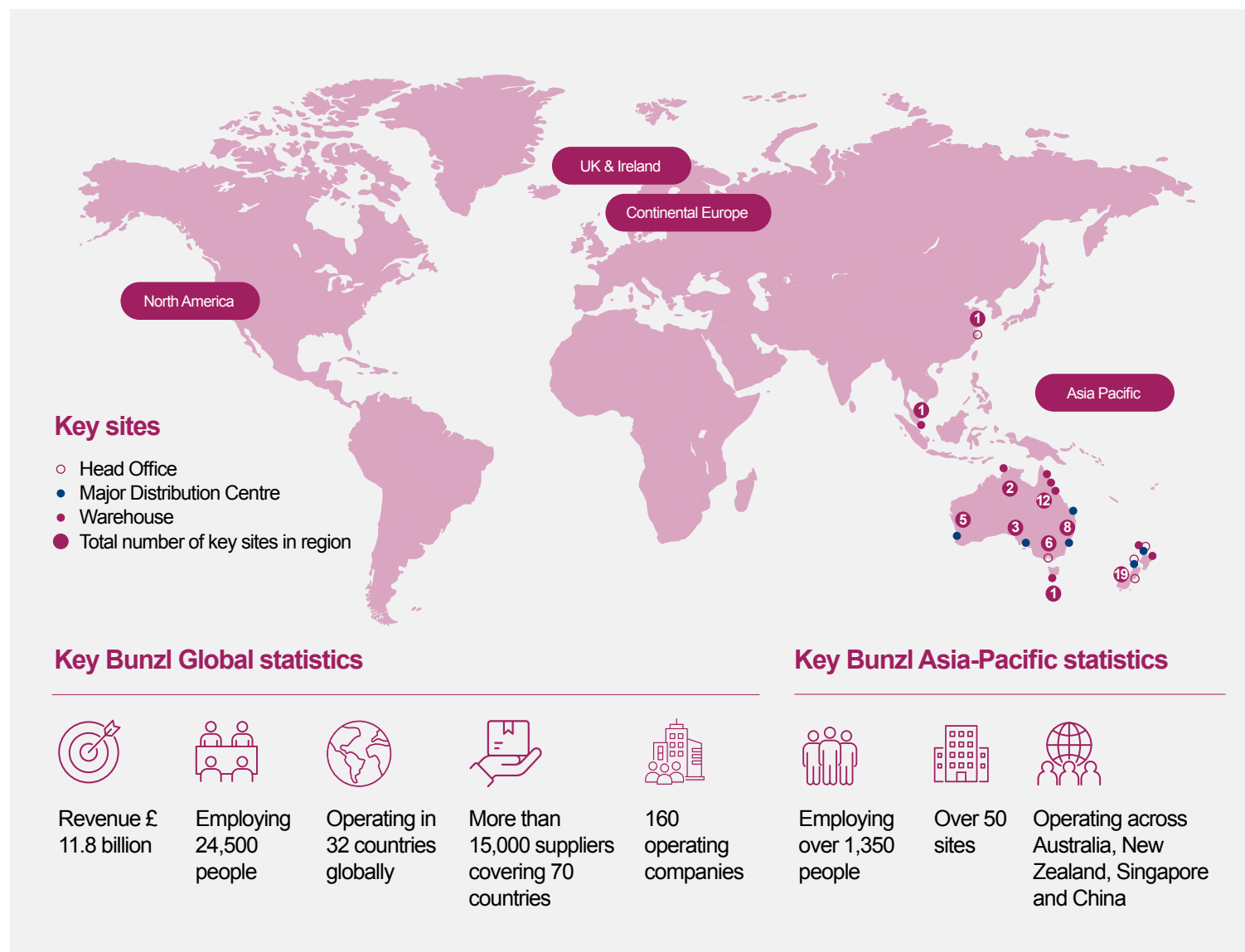


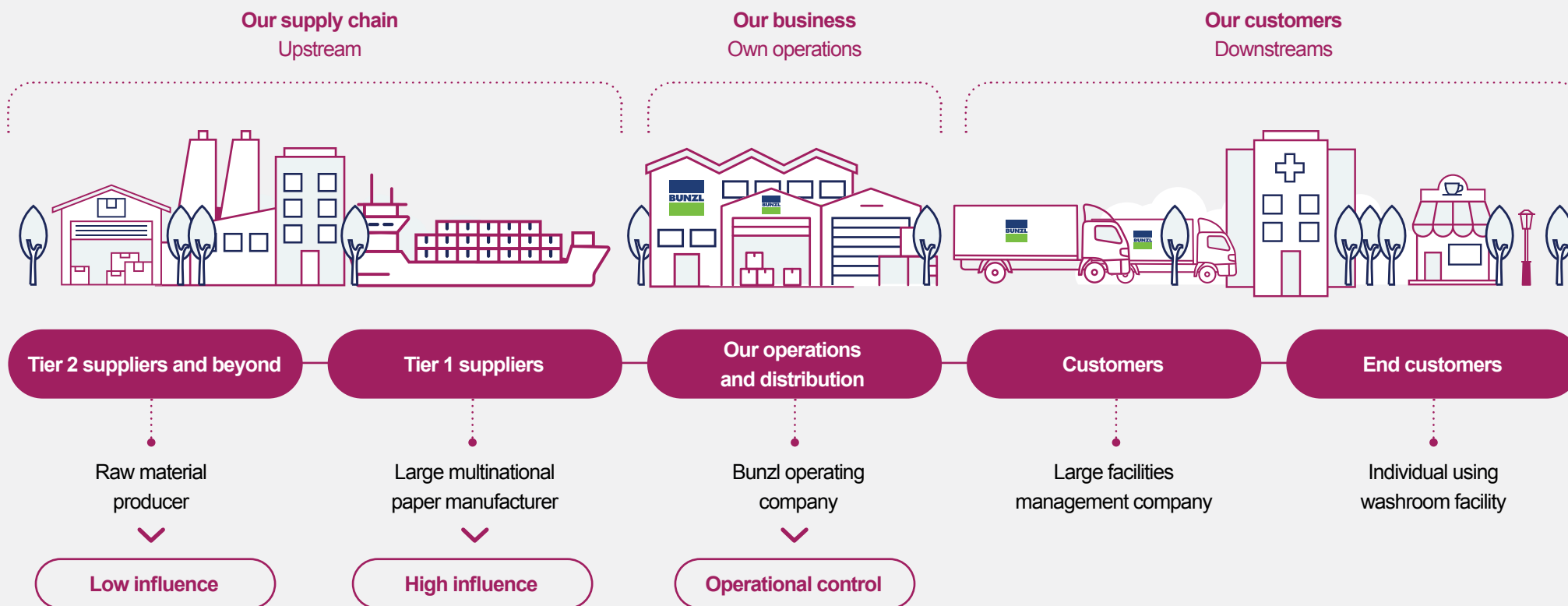
02 About Bunzl Asia-Pacific

Bunzl Asia-Pacific is part of the Bunzl plc, a global distribution and services company with operations spanning the Americas, Europe, Asia-Pacific, and the UK & Ireland.

Bunzl supports businesses by sourcing, consolidating, and delivering a wide range of essential products across key sectors including food service, hospitality, packaging, mining, safety, cleaning and hygiene, retail, and healthcare.

In the Asia-Pacific region, our operations encompass a diverse group of business units, including Bunzl Australia & New Zealand, Bunzl Safety & Lifting, Interpath, Atlas McNeil, Melbourne Cleaning Supplies (MCS), Fire Rescue Safety Australia (FRSA), Nelson Packaging, ContainIT, GRC Medical, PowerVac, Medshop, Harvey Distributors, USL, Cubro, Obex, Toomac, DBM Medical, and LSH.





Our role in the supply chain

Bunzl's global operations connect complex, distributed supply chains with customers across a wide range of sectors. Positioned at the centre of the supply chain, we are uniquely placed to promote and influence responsible sourcing practices globally. While we do not manufacture the products we supply, the majority of items we distribute are sourced locally within the regions where our businesses operate. Working with over 15,000 suppliers across more than 70 countries, we recognise our responsibility not only to uphold high standards, but to raise them by partnering with suppliers who align with our values and expectations.

Our procurement teams and category specialists engage with both local and international suppliers to ensure sourcing is done responsibly. Our Global Supply Chain Solutions team leads a proactive, risk-based approach to assessing and managing supplier performance. This is supported by a Group-wide Supply Chain Committee, which benchmarks our practices against industry standards and continuously refines our approach. In 2024, we adopted an updated method for supply chain risk assessment, detailed in the [Risks in Our Supply Chain](#) section of this Statement.

Managing compliance across a large and multi-tiered supply chain is complex. Risks can arise at any level, particularly in indirect sourcing relationships. We therefore focus on a risk-based approach by prioritising areas where the potential for harm is greatest and where our influence is strongest. We begin with our direct Tier 1 suppliers across all operating companies, including Bunzl Asia-Pacific. This enables meaningful impact within our immediate influence and creates a scalable path for deeper supply chain tiers.

Acquisitions are central to Bunzl's growth strategy, and all Group subsidiaries are encouraged to pursue opportunities in their regions. In 2024, Bunzl Asia-Pacific completed three acquisitions—PowerVac, Cubro, and DBM Medical. To ensure visibility and oversight, each region submits quarterly acquisition data to the Global Supply Chain Solutions team. This enables the team to assess any increased exposure to high-risk sourcing regions and schedule the appropriate due diligence, assessments, or audits in line with our established risk protocols.



03 Governance and Accountability

Bunzl plc operates as a decentralised Group, empowering each operating company including Bunzl Asia-Pacific to make operational decisions locally, while operating within a governance framework set at the group level.

This structure allows the Bunzl plc Board and Executive Committee to define the Group's overall strategic direction while enabling flexibility across regions.

The Chief Executive Officer and the Executive Committee members have overarching accountability for the standards across global operations and supply chain and are responsible to the Bunzl plc Board.

Audit Committee



Plays a role in ensuring that an adequate risk management framework is in place.

Board Sustainability Committee



Comprising of all the independent non-executive directors and the Chairman of the Board, provides an oversight function to the Group Sustainability Committee.

Group Sustainability Committee



Chaired by the Chief Executive Officer, sets and oversees implementation of all policies and programmes across the entire value chain including policies relating to social risk in both operations and the supply chain.

Supply Chain Committee



Develops and maintains risk mitigation processes across global supply chains, ensuring regulatory compliance and driving transparency. It also promotes coordinated action to manage social risks throughout the Group's supplier network. Members include the Head of Corporate Responsibility, Group Head of Sustainability, Director of Global Sourcing, and procurement leads from all regions including Bunzl Asia-Pacific.

Day-to-day business and procurement management is delegated to regional Managing Directors, allowing decisions to be made in response to local operational contexts while remaining aligned with Group-wide policies and standards.

This governance model enables Bunzl plc to provide strategic direction and ensure that sustainability and corporate responsibility priorities are proactively managed across all regions in which we operate.



04 Policies and Standards

Bunzl operates under a comprehensive suite of Corporate Responsibility policies and standards that reflect the principles of the UN Universal Declaration of Human Rights and require compliance with internationally recognised labour standards, such as those defined by the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI).

These standards explicitly prohibit forced labour, including slavery and human trafficking, as well as unfair wages and working hours, discrimination, and restrictions on freedom of association.

Bunzl plc's governance framework enables the Board to set and enforce Group-wide policies that are applied consistently across all subsidiaries. These policies are reviewed at least every three years—or more frequently in response to changes in legislation, regulatory requirements, or industry guidance—to ensure they remain effective and relevant, particularly in managing risks such as modern slavery and broader human rights concerns.



Key Policies



Bunzl Code of Conduct

Sets out the principles and ethical standards expected of all employees. The Code is communicated in local languages and integrated into the onboarding process for all new hires.



Ethical Sourcing Policy

Guides the responsible sourcing of products and outlines the principles of our supplier evaluation and audit processes, including adherence to the Supplier Code of Conduct. Further detail is provided in the Managing Our Supply Chains section of this Statement.



Speak Up Policy

Provides clear procedures for employees to confidentially report concerns about non-compliance with the Code of Conduct, company policies, or applicable laws. 'Speak Up' posters with reporting instructions are displayed at all facilities. In 2024, a total of 135 whistle-blowing reports were made globally, none of which were associated with modern slavery or other material concerns.



Diversity, Equity and Inclusion Policy

Outlines our commitment to fair and equal treatment in employment practices and our opposition to all forms of discrimination. Each business develops local HR policies aligned with the global DEI principles to reflect regional needs and uphold Group-wide expectations.

05 Modern Slavery and Human Rights



Risks in our direct operations

Bunzl Asia-Pacific's operations are primarily based in Australia and New Zealand, and are focused on procurement, consolidation and distribution of manufactured goods. Due to the location and nature of our operations, the risk of modern slavery within our direct operations is considered low. However, we recognise that risks of human rights violations, including modern slavery, may exist in any market, and could potentially involve subcontracted labour or vulnerable workers.

As outlined in the [Policies and Standards](#) section of this statement, our policies are aligned with the UN Universal Declaration of Human Rights, relevant local legislation, and internationally recognised labour standards. These are designed to ensure fair and equitable treatment of all employees.

In Australia and New Zealand, our operating businesses have policies and procedures in place regarding right to work document checks with processes written into our internal controls framework. We never levy any charges on any employee in respect of their recruitment costs. The costs associated with the right to remain and work in Australia and New Zealand are borne by individuals before they join Bunzl but in the very small number of cases where we sponsor workers, all the costs associated with the sponsorship are borne by Bunzl.

Managing risks in our direct operations



Policy Monitoring

Implementation of our policies within our operations is overseen by a dedicated team of Human Resources team and regularly reviewed through our internal controls function. An annual self-assessment process supports the monitoring of our modern slavery approach, evaluating key areas such as employee training, policy implementation, and the communication of the Bunzl Code of Conduct to all employees.



Employee Training

Training is a central part of our prevention and awareness strategy. We have a dedicated Training & Development Manager responsible for ensuring that both new and existing employees receive role-relevant training. All employees are required to complete our Corporate Responsibility Training, which forms a mandatory part of the onboarding process for new employees and must be refreshed every three years. This training covers essential policies including the Code of Conduct, Anti-Bribery & Corruption, the Speak Up (whistle-blower) Policy, and guidelines on supplier standards and relationships.

In addition, senior employees, including managers, procurement and sales executives, complete targeted e-learning modules on modern slavery risks. This training includes detailed descriptions of the Supplier Code of Conduct, risk classification frameworks, practical guidance on recognising and managing modern slavery risks in supplier and customer relationships, and clear instructions on how to respond if modern slavery is suspected.

In addition to the e-learning modules, social risk training materials have also been developed at Group level to further enhance awareness across our businesses of modern slavery risks and the programs in place to mitigate these risks. Our Global Supply Chain Solutions team which includes professional auditors trained in identifying social risks also plays a key role in capacity building and ongoing support for our businesses.

Risks in our supply chain

We recognise that social risks, particularly modern slavery, can occur at any stage of the supply chain, from the extraction and cultivation of raw materials to manufacturing, packaging, and distribution. While most of our suppliers are located close to our operating businesses, some of the goods we source originate from regions where the risk of forced labour, child labour, and other forms of exploitation is considered higher under international standards.

In 2024, we expanded our global modern slavery assessment methodology to incorporate a broader range of environmental, social, and governance (ESG) issues, including bribery, environmental impact, and health and safety. This updated model, developed in partnership with supply chain assurance experts LRQA, uses both country-level and product-level risk indicators to more accurately identify potential areas of concern.

The country-level ESG risk ratings analyse high-risk regions against 38 ESG indicators grouped into five key categories: labour practices, health and safety, environmental performance, business ethics, and management systems. Each country is assigned an overall supply chain risk rating, along with detailed scores for each category and its sub-categories, reflecting the worst-case scenario without risk mitigation.

Product risks are assessed using the same five ESG categories, with additional weighting for data from the U.S. Bureau of International Labor Affairs (ILAB) List of Goods Produced by Child Labor or Forced Labor, helping to identify goods and industries linked to exploitative practices.

Our assessment of inherent risk levels of suppliers is informed by three sources:

- 1 Audit data.** Over 20,000 social and environmental assessments performed across the global supply chain. The data from these audits is standardised and aggregated by country, sector, province or state.
- 2 Public domain data.** Information from NGOs and multilateral organisations to complement audit data, particularly in areas where audits might not fully capture specific violations like forced labour or in regions with limited audit samples.
- 3 EiQ sentinel data (LRQA).** A proprietary tool that captures web-based intelligence such as news reports, public records, and sanctions updated monthly. This provides real-time visibility into emerging risks at the company, product, or country level.

Despite the expanded the scope of our assessment to include a broader range of ESG topics, our analysis confirms that modern slavery-related risks including forced labour, child labour, excessive working hours, and unsafe working conditions remain the most pressing concerns in our supply chain. The number of suppliers identified as high risk remains consistent with previous assessments, demonstrating the ongoing effectiveness of our risk management approach.

These insights reinforce the importance of our global audit programme led by our Global Supply Chain Solutions team based in Shanghai. The results of the 2024 risk assessment will directly inform the development of our next-generation global responsible sourcing strategy, which will commence following the fulfilment of our current target in 2025.

Managing risks in our supply chain

Given our central role in the value chain, embedding ethical practices throughout our own supply chain is a critical priority for Bunzl. Our approach to identifying and addressing human rights risks, including modern slavery, is underpinned by robust monitoring processes particularly the execution and follow-up of social risk audits.

These activities are led by both our local procurement teams and our Global Supply Chain Solutions team, a specialised group of professional auditors trained to detect and report social risks. Based in Shanghai, the team is strategically positioned to oversee suppliers in regions classified as high risk, providing direct visibility and rigorous oversight of the Group's most high-risk sourcing regions.

This team ensures that suppliers in high-risk regions are subject to frequent, targeted assessments. These social audits form a key part of our risk-based due diligence framework and are vital in our efforts to uphold labour standards and human rights throughout our global supply chain.

Insights from our global supplier risk assessments guide continuous improvements in our mitigation efforts. All sourcing countries are ranked based on their inherent risk level, allowing us to prioritise audits and allocate resources proportionately ensuring that higher-risk suppliers receive increased scrutiny and support.

Our supply chain due diligence is structured around four elements:



89% of global spend in high-risk regions is with assessed and compliant suppliers



1,175 suppliers assessed in 2024 globally



Global Supply Chain Solutions team in Shanghai with specialist internal auditors

1. Standards & Governance

Our expectations regarding human rights and modern slavery are formalised in our Supplier Code of Conduct. Adherence to this Code is a condition of doing business with us. It is distributed to all suppliers and is available in over 15 languages to ensure broad accessibility and understanding – particularly in high-risk regions.

In countries identified as high-risk, the Code is reissued annually, and suppliers are required to formally acknowledge their commitment via a signed declaration. To strengthen this process, we are increasingly using digital platforms to distribute, track, and monitor supplier acknowledgments and compliance.

The key elements of the Supplier Code of Conduct include:

-  Compliance with internationally recognised labour standards as defined by the ILO and ETI, which specifically prohibit child labour, forced labour (including slavery and human trafficking), unfair wages and working hours and discrimination.
-  We expect our suppliers to be honest in their dealings with others, obeying all applicable laws and corresponding regulations governing fraud and anti-bribery and corruption.

To support accountability, suppliers are encouraged to report any actual or suspected violations of the Code or any misconduct involving Bunzl employees. Reports may be made directly to the relevant local Bunzl subsidiary. If that is not appropriate or feasible, reports can be submitted confidentially to our head office via email at TellBunzl@bunzl.com.

2. Assessment

Our Global Supply Chain Solutions team conducts regular audits of direct suppliers in Asia and other high-risk sourcing regions to ensure compliance with Bunzl's human rights and ethical standards. The audits assess a wide range of aspects including use of child, forced or bonded labour, disciplinary practices, management of homeworkers and foreign migrant workers, wages, working hours and health and safety.

Our standard audits are conducted over one day by a single auditor, but occasionally two auditors for larger facilities. Enhanced audits take place over two working days. The type of audit (standard or enhanced) is determined by a review of factors such as spend with the supplier and number of employees at the site.

Audits include assessment of the following areas:

- 1 Policy review.** Review of key policies and procedures such as Anti Bribery & Corruption and Supplier Code of Conduct.
- 2 Factory tour.** Site visit to identify potential points to be covered further in interviews and document checks.
- 3 Employee interviews.** Interview with employees, selected at random, about their freedom of movement, salary, days and hours worked, etc.
- 4 Document review.** Review of documents related to employees working hours, salaries paid, etc.

Audit guidelines are regularly updated to ensure they align with external best practice and cover all the relevant risks. During 2024, we made several updates to our standards following an independent review by LRQA. LRQA have confirmed that the Bunzl Auditing Checklist has the equivalent content to SMETA, one of the leading external auditing standards available.

The key risk areas and how they are covered by our audits

Risk area	Child labour and young workers	Forced labour and disciplinary practices	Migrant workers (including domestic)	Freedom of Association	Wages and working hours	Fire safety	Safety and environment
Key audit points	- Completeness of employee rosters and registration of young workers. - Policies and observed practices against child labour and on young workers, including a review of young workers' work requirements.	- Policies and observed practices against forced labour, physical punishment, discrimination, harassment & abuse. - Payment of deposits or debts to supplier or recruitment agency. - Any non-voluntary overtime work, ID card or passport confiscation or any physical containment of workers.	- Recruitment practices, employment and living conditions. - Confiscation of the ID card or passport/legal certificate to work of foreign migrant worker.	- Right of employees to join or form trade unions and to bargain collectively. - Facilitation of means for independent and free association and bargaining, when right to freedom of association and collective bargaining is restricted under law.	- Timely payment of normal and overtime wages and meeting minimum wage standard, no illegal or unreasonable wage deductions. - Sufficient rest hours and days, daily and monthly overtime controlled within legal requirements.	- Adequacy, availability and maintenance of fire extinguishers, fire alarm, emergency lights, emergency exits, training and evacuation plans in workers' language. - Dormitory located in a building separated from the workshops and warehouses.	- Machine guarding, warning labels and procedures to operate equipment. - Protection from exposure to hazardous materials and provision of personal protective equipment.

Example countries with increased risks: India, Malaysia, Taiwan, Thailand, China, Pakistan, Vietnam

Example products with increased risks: Wearing apparel, janitorial equipment, personal safety and protection equipment, paper and packaging materials

The table below outlines how our risk assessment methodology is applied. This approach is currently based on insights from our previous risk assessment conducted in collaboration with the NGO Stop the Traffik in 2021. From 2026, this methodology will be refined using the results of our latest risk assessment.

How our risk assessment methodology is applied suppliers

	Description	Countries & product sectors	Risk mitigation
Category A (low overall spend)	Suppliers operating in (very) high risk countries regardless of product risk sector. Our 2025 responsible sourcing target covers this category.	Most Asian countries. Key countries outside of Asia are Brazil, Turkey, Mexico, Poland and Israel.	Standard or enhanced Bunzl audit process in Asia. Risk-based assessment and audit process outside Asia. Type of audit (standard or enhanced) to be determined by product risk sector and other leverage factors such as spend and number of employees at supplier location.
Category B (low overall spend)	Suppliers operating in lower risk countries but operating in a very high or high product risk sector. <i>For example: Manufacture of leather products</i>	In various countries such as USA, UK and France.	Similar assessment and auditing techniques as above but targeting specific sectors in these countries. These will be conducted at a lower frequency or by using proactive spot checks.
Category C (high overall spend)	Suppliers operating in lower risk countries and operating in lower risk product sectors. <i>For example: Manufacture of chemical products</i>	In various countries such as USA, UK, France and the Netherlands	These suppliers are provided with Bunzl's Supplier Code of Conduct. In addition to the audits conducted by our team in Asia, our local operating companies carry out audits of suppliers in the regions in which they operate, based on local risk assessments.

The effectiveness of our audit programme is overseen by our Global Supply Chain Committee (see Governance section), with regular reports to the Group Sustainability Committee. Regular reports are submitted to the Bunzl plc Board of Directors, outlining completed audits, key issues identified, and the follow-up actions taken.

Number of audits conducted over time

	Global				
Audit	2020	2021	2022	2023	2024
Audits conducted	680	754	930	1,022	1,175
Audits without critical issue	604	677	843	956	1,075
Audits with critical issue	61	77	96	66	100
Terminated suppliers	15	10	16	10	8



3. Corrective Action

Our Global Supply Chain Solutions team in Shanghai, along with senior management and procurement professionals in our operating companies work closely with suppliers to uphold the standards set out in our audit process. When breaches are identified, appropriate action is taken to address such breaches. Suppliers who do not meet all requirements after an initial assessment are given a defined period appropriate for the circumstances to achieve full compliance.

We have zero tolerance for unacceptable practices at any site used for producing or sourcing Bunzl products. These include the use of child, forced or bonded labour, illegal discrimination, wages not meeting local minimum requirements, not providing adequate days of rest and any other breach of local or applicable international labour standards. Relationships with suppliers that fail to make improvements in those areas will be terminated.

In 2024, globally, 100 suppliers underwent remediation efforts to correct identified unacceptable non-conformities. Eight suppliers did not make sufficient progress to address the concerns and we have subsequently ceased our relationship with them.

Bunzl is a member of the Responsible Labor Initiative (RLI), a multi-industry, multi-stakeholder initiative established in 2017 to promote ethical recruitment and employment practices. Based on leading Responsible Business Alliance standards and programs, RLI brings together members, suppliers, recruitment partners, and other stakeholders to collectively drive recruitment market reforms and reduce the risk of forced labour in global supply chains.

We are committed to working collaboratively with suppliers to address areas of concern, recognising the importance of supporting the individuals affected. Leveraging our position as a large international company, we seek to drive meaningful change and remediate instances of forced labour and other unethical practices. As a last resort, it may be necessary to exit the relationship and seek alternative sources of supply.



Case study

In 2024, an issue was identified with a Bunzl Asia-Pacific supplier based in Asia, involving the imposition of financial penalties on workers who resigned. This included fines for those leaving within their notice period, withholding final month's wages for immediate departures, and requiring reimbursement of training costs. These practices breached our Ethical Sourcing Policy and are classified as Zero Tolerance issues.

We informed the supplier that such actions are recognised indicators of forced labour and instructed them to cease these practices immediately, reimburse all affected workers, and provide training to their team on responsible labour practices. The supplier remained unapproved in our system until sufficient evidence of corrective action was provided.

A follow-up audit in early 2025 confirmed that all necessary corrective measures had been fully implemented, with no further Zero Tolerance issues identified. As a result, the supplier's status was updated to Acceptable.

4. Continuous Improvement

At Bunzl, we believe that preventing social risks, including modern slavery, requires proactive engagement and partnership with our suppliers. We work collaboratively to help suppliers not only address issues identified through audits but also prevent them from arising in the first place. Building strong, trust-based relationships is fundamental to our approach, enabling open dialogue and shared commitment to continuous improvement.

One of our key initiatives is the delivery of supplier training and engagement events, particularly in Asia, where we have a concentration of suppliers in higher-risk regions. These events are designed to reinforce Bunzl's zero-tolerance approach to modern slavery and labour exploitation, share examples of good practice from across our supply base and promote broader awareness of social compliance issues

Typically held over one or two days, these events include a mix of presentations, interactive workshops, and open discussions. This format encourages peer learning and provides a forum for suppliers to share challenges and explore practical solutions in an informal and supportive setting.

In addition to these collective events, we also conduct direct supplier training, which has proven particularly effective. These one-on-one sessions enable faster progress on specific issues and help strengthen supplier relationships through personalised support and guidance.



Training highlights for 2024

In 2024, Bunzl organised two major supplier training sessions, one in Malaysia and one in China, attended by 52 suppliers across a range of product categories. Participants included existing, new, and potential vendors. Key focus areas included Bunzl's expectations for social accountability and quality management, the identification and prevention of forced labour risks, as well as practical tools and strategies to improve labour conditions. Workshops explored real audit findings and challenges faced by suppliers in both countries, and provided targeted guidance to help attendees identify and mitigate modern slavery risks within their own operations and extended supply chains.

06 Progress made

As part of Bunzl plc, we have contributed to the global progress in managing modern slavery risks across our operations and supply chains. Further details on these actions are provided in the relevant sections of this statement.

- ✓ We have continued to ensure that the Group code of conduct is communicated to our employees and that the associated learning modules are completed by all employees.
- ✓ None of the calls received through our Speak Up or Tell Bunzl lines related to modern slavery.
- ✓ During 2024, our Global Supply Chain Solutions team assessed 1,175 suppliers (2023: 1,022) and 1,075 had no critical issues. We have worked with 100 suppliers on remediation efforts to bring them up to the required standard.
- ✓ In 2024, we terminated relationships with eight suppliers who did not demonstrate sufficient progress in addressing identified issues.
- ✓ In 2024, 89% of our spend on products from high-risk regions was sourced from assessed and compliant suppliers. Our target is to increase this percentage to 90% by 2025.
- ✓ We have held two supplier training events as described above.



07 Next steps

Bunzl remain fully committed to improving our global responsible sourcing programmes to eliminate modern slavery from our operations and supply chain. The main objectives for 2025 are the following:



Further increase supplier engagement to achieve our global target of 90% of our spend on products from all high-risk regions to be sourced from assessed and compliant suppliers by the end of 2025.



Use the results of the new supplier risk assessment to design the responsible sourcing programme from 2026 onwards once the global target has been achieved.



Continue to take a proactive, risk-based approach to responsible sourcing, identifying common issues in our supply chain and working closely with suppliers to reduce the future incidences of these issues.



Continue to expand capacity building and training of our suppliers in Asia by organising supplier conferences in Asia. So far, we have organised one engagement event in Vietnam in 2025.





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