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Policy

This policy details Stella Products Australia's commitment to maintaining high ethical standards and human rights throughout our supply chains and internal operations. This policy articulates our impetus to achieve complete prevention of human trafficking and modern slavery throughout our entire organisation.

Application

The application of this policy holds sovereignty over its manufacturing partners, suppliers of finished goods within Australia as well as foreign suppliers of raw materials, employees and associated businesses within the Stella Tissue Group;

- Mar Plast Oceana Pty Ltd

Duties

Executive Team:

- The Executive Team comprising of the General Manager, Head of Procurement and the National Sales Manager is obligated to fashioning a culture in which Modern Slavery and Human Trafficking is not tolerated.
- The Executive Team will implement routine processes of accountability and education to prevent, identify and address any instances of modern slavery.
- The Executive Team will demonstrate enthusiastic, proactive and transparent support of this policy through training programs and material to ensure its jurisdiction is comprehensive across the whole organisation.

Supply Chain and Internal Manufacturing:

- The Head of Procurement is responsible for routinely investigating and completing due diligence on its domestic suppliers ensuring compliance with anti-slavery and human trafficking laws.
- The General Manager is responsible for routinely investigating and completing due diligence on its foreign suppliers and manufacturing partners ensuring compliance with anti-slavery and human trafficking laws.
- The Head of Procurement and General Manager should adequately address any instances of Human Trafficking or modern slavery imminently and in collaboration with the whole Executive Team.

Internal Employees:

MODERN SLAVERY POLICY

Stella Products Australia

MSP 001272



- The Executive Team is responsible for ensuring all employees are educated and aware of this policy and their duty to identify and report any instances (real or perceived) of modern slavery or human trafficking.

Policy Particulars

Zero Tolerance

Stella Products Australia will maintain a culture of unyielding rigidity in its attitude, action and response to all forms of Modern Slavery and Human Trafficking. Stella Products Australia will not participate in any activity where human trafficking or modern slavery is apparent.

Due Diligence

Stella Products Australia will execute due diligence on all its supply chains and operations to identify and address any instances of modern slavery. If instances of modern slavery (perceived or real) are identified Stella Products Australia will hold itself and the supplier accountable to ensure all risks are mitigated.

Small Continual Improvement

Stella Products Australia will be unceasing in its refinement of its educational programs and it's systems of identification and accountability to ensure not only adherence to the relevant Australian laws but also to set an example for the wider business community.

Mandatory Incident Reporting

All instances of modern slavery and human trafficking must be immediately reported to a member of the Executive Team. The Executive Team will then imminently investigate the issue before taking any required action to ensure adherence to the Modern Slavery Act 2018. A report will then be completed a by a member of the Executive team and held on record.

Education

Stella Products Australia will regularly present and provide educational resources to its internal employees and suppliers to empower them to confidently identify any instances of actual modern slavery or situations where an investigation may be required.

Continual Refinement

The Executive Team will ensure this policy is updated periodically ensuring compliance with any changes to the relevant Australian laws and legislative requirements.

Authorised by

A handwritten signature in black ink, appearing to read 'Tristan Hinds', is written over a horizontal line.

Tristan Hinds
Senior Management
Stella Products Australia