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MODERN SLAVERY STATEMENT - 2022

In accordance with the *Modern Slavery Act 2018*, this statement outlines the steps that Era Polymers has taken, and is continuing to take, to assess and reduce risks of modern slavery within our business and our supply chain, and our plans for review and improvement.

INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Era Polymers recognises that it has a responsibility under the Modern Slavery Act to take a strong approach to reject any forms of modern slavery and human trafficking. We are committed to promoting ethical business practices and policies that protect workers from being abused and exploited, both in our own business and our supply chain.

Era Polymers is committed to limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain.

We expect our employees and our suppliers to share our commitment to help ensure modern slavery does not exist in our business and our supply chain.

Our supply chain

Era Polymers has a relatively complex supply chain. We procure goods and services needed for our business' day-to-day operations from many preferred and approved suppliers operating in Australia, USA, New Zealand and South Africa.

Our long-term strategic relationships with key suppliers, provides stability in our supply chain and procurement processes.

Our operations

We believe there is no risk of modern slavery in our directly employed workforce, as the labour markets in Australia, USA, New Zealand and South Africa are highly regulated, where strict regulations apply.



Suppliers

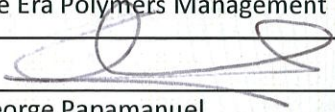
During 2021, Era Polymers undertook a high-level risk assessment of our key suppliers of goods and services. All suppliers were requested to formally agree to Era Polymers' Supplier Code of Conduct which expressly addresses the need for all suppliers to identify slavery risk in their supply chains and reject any slavery in their supply chains.

The responses we received from our suppliers indicated that all suppliers have implemented adequate steps to mitigate modern slavery risks, their responses also indicated that their organisations required that their supply chains follow an ethical sourcing policy. The results of collecting the Supplier Code of Conduct documents did not indicate the need for any further actions at this point in time.

Effectiveness

We recognise that the review conducted regarding our actions to identify and address any modern slavery risks in our operations and throughout our supply chain will be an ongoing and evolving process that the company is committed to build upon. To this end, the company will annually assess the effectiveness of the approach taken to identify modern slavery risks within the company's supply chain.

This statement has been approved and signed by George Papamanuel as the Sole Director and principal governing body of Era Polymers Pty Ltd.

Authorised by the Era Polymers Management	
Signature:	 Date: December 2021
Name:	George Papamanuel Sole Director