



**HITACHI**  
Inspire the Next

**Hitachi Rail Australia  
Modern Slavery Statement 2021**

# Contents

<b>1</b>	<b>Introduction.....</b>	<b>2</b>
<b>2</b>	<b>Hitachi Rail Australia’s Structure, Operations and Supply Chains .....</b>	<b>2</b>
2.1	Hitachi Rail Australia’s Structure .....	2
2.2	Hitachi Rail Australia’s Operations and Supply Chains .....	3
2.3	Hitachi Rail Australia’s Policies and Procedures .....	4
2.4	Potential Risks in Hitachi Rail Australia’s Operations and Supply Chains.....	5
<b>3</b>	<b>Actions taken in the 2020/21 Reporting Period and Commitments for the 2021/22 Reporting Period.....</b>	<b>6</b>
	<b>Appendix .....</b>	<b>14</b>

## 1 Introduction

Hitachi Rail STS Australia Pty Ltd (ABN 34 068 707 380) (“Hitachi Rail Australia”) recognises the importance of the *Australian Modern Slavery Act 2018 (Cth)* (“Act”) and the importance of businesses such as Hitachi Rail Australia:

- assessing and identifying the risks of modern slavery and human trafficking in their operations and supply chains; and
- taking actions to address those risks to mitigate any modern slavery and human trafficking and its causes in their businesses and supply chains.

This is the second Modern Slavery Statement for Hitachi Rail Australia (“Statement”), is made for the purposes of, and in compliance with, the Act, and sets out the steps that Hitachi Rail Australia:

1. has taken in the twelve month reporting period from April 2020 to March 2021; and
2. is taking, and will continue to take in the twelve month reporting period from April 2021 to March 2022,

to assess the risk of, identify, and mitigate any modern slavery and human trafficking in its operations and supply chains.

## 2 Hitachi Rail Australia’s Structure, Operations and Supply Chains

### 2.1 Hitachi Rail Australia’s Structure

Hitachi Rail Australia is a company that is part of a larger group of entities. It is wholly owned by Hitachi Rail STS S.p.A, and in turn wholly owns Hitachi Rail STS Malaysia Sdn Bhd (“Hitachi Rail Malaysia”) and the majority of shares in Hitachi Rail STS India Pvt Ltd (“Hitachi Rail India”).

Hitachi Rail Australia maintains a project office in India, and is responsible for the operations undertaken by Hitachi Rail Malaysia and Hitachi Rail India.

Hitachi Rail Australia’s head office is situated at 11 Viola Place, Eagle Farm, Brisbane, Queensland 4009, Australia. Hitachi Rail Australia also has offices in Perth, Karratha and Sydney, as well as two warehouses - one based in Perth, Australia and one based in Brisbane, Australia.

As at the close of the period relevant this statement, Hitachi Rail Australia currently employs four hundred and fifty-nine direct employees. The majority (approximately ninety-one percent) are white-collar office workers and the minority (approximately nine percent) are blue-collar site workers. This total includes four hundred and eleven full time employees, eight part time employees, two apprentices, twenty-eight fixed term employees and ten casual employees.

Hitachi Rail Australia has also engaged four students through internships in 2020 and four contractors.

Hitachi Rail Malaysia’s office is situated at Level 10 Plaza Pengkalan 3rd Mile Jalan Sultan Azlan Shah (Jalan Ipoh) 51200 - Kuala Lumpur, Malaysia, where it has, as at the close of the

period relevant this statement, sixty-three direct employees. The majority (approximately ninety-four percent) are white-collar office workers and the minority (approximately six percent) are blue-collar site workers.

Hitachi Rail India's head office is situated at 35, SLV Complex, AVS Compound, 80 Feet Road, Koramanfala IV Block, Bangalore – 560034 – Karnataka, India. Hitachi Rail India also has offices in Kolkata, Mumbai and Noida.

As at the close of the period relevant this statement, Hitachi Rail India employs two hundred and sixty-three direct employees of which the majority (approximately seventy-six percent) are white-collar office workers, and the minority (approximately twenty-four percent) are blue-collar site workers, all of whom are full time employees.

## **2.2 Hitachi Rail Australia's Operations and Supply Chains**

The Hitachi Rail group of companies adheres to global standards, policies and procedures regarding the manner in which the business operates. Such standards, policies and procedures, once created at a global level, are deployed and applied throughout the Hitachi Rail group of companies, including by Hitachi Rail subsidiaries at a local level, including by Hitachi Rail Australia and its subsidiaries. Given that the global standards, policies and procedures are common to all Hitachi Rail group companies, this Statement focuses on the activities directly undertaken by Hitachi Rail Australia in Australia. In 2021/2022, Hitachi Rail Australia will expand its assessment of and identification of modern slavery and human trafficking in its operations and supply chains, in the manner outlined in this Statement.

Hitachi Rail Australia is a fully integrated provider of rail solutions across rolling stock, signalling, operations and maintenance, digital technology and turnkey operations.

The solutions that Hitachi Rail Australia develops aim to ease urban mobility and solve the challenges of increasing populations in fast-growth cities and regional centres.

Among other projects, passenger rail solutions aimed at improving urban mobility currently being delivered by Hitachi Rail Australia include:

- Designing and delivering a new railway signalling system for South East Queensland as part of the Cross River Rail Project. The ETCS L2 system will add capacity and efficiency to the inner-city rail network and support the safe operation of trains in Brisbane's Cross River Rail tunnels; and
- Designing and delivering the complete signalling and telecommunications systems for the Perth Transport Authority's extension of its northern metropolitan railway line to the airport called Forrestfield Airport Link.

Hitachi Rail's breakthrough train management technology has also been central in the delivery of the world's first autonomous heavy freight long distance rail network, known as AutoHaul®, which commenced operations in Western Australia's Pilbara region in 2018. Hitachi Rail Australia continues to work in partnership with Rio Tinto to develop the full potential of this breakthrough technology.

Hitachi Rail Australia does not undertake any manufacturing activity in the development and delivery of these systems and services. The highly specialised products and components required to assemble these systems and services are supplied from within the Hitachi Rail group's factories based in Italy, France, the USA and Japan, with final assembly, installation and commissioning work undertaken by workers in Australia.

Australian-based suppliers are engaged to manufacture the aluminium and stainless steel racks in which Hitachi Rail Australia products are housed, and to produce the pre-fabricated trackside 'huts' in which the Hitachi Rail Australia railway signalling equipment is installed.

Hitachi Rail Australia relies on Tier 1, 2 and 3 suppliers and subcontractors for the purchase of materials including circuit boards, mechanical and plastic parts, cables, industrial PCs, on-board equipment and electromechanical components.

Tier 1 suppliers or subcontractors are suppliers that have advanced standards and processes, are considered leaders in their field, aim to reduce resellers in the supply chain, largely self-execute work, have mature Health, Safety, Environment and Quality standards, and can deliver a complete end-to-end supply.

Tier 2 suppliers or subcontractors are suppliers or subcontractors that have a quality offering that is not as diverse as Tier 1 suppliers or subcontractors, may limit work to their specialty area rather than trying to deliver turnkey solutions or complete scope, and which may be working towards becoming Tier 1 suppliers or subcontractors.

Tier 3 suppliers or subcontractors are suppliers or subcontractors that are predominantly labour hire or non-safety critical / low risk service providers, whose personnel may work under Hitachi Rail Australia's Health, Safety, Environment and Quality Management systems, or are COTS (commercial off the shelf) parts suppliers or resellers, who have lower limits of exposure and do not seek to offer integration or end-to-end services.

Hitachi Rail Australia leases a number of commercial and warehouse facilities to support its operations. The cleaning and maintenance services procured for each of these facilities are outsourced, with the engagement of these service providers being undertaken via standard terms and conditions (where such terms and conditions require undertakings, representations and warranties of the supplier with respect to ethical behaviour and standards).

### **2.3 Hitachi Rail Australia's Policies and Procedures**

Hitachi Rail Australia recognise that slavery is not just a matter of ethics and human rights, it is one of criminality and legal compliance, and we understand that corruption is a key factor and driver of exploitation. As part of our global corporate governance agenda, our objective is to continue to be committed to conducting business ethically and to minimising the risk of slavery or human trafficking in our own business or in our supply chain as much as possible.

Hitachi Rail Australia has a number of policies in place that are intended to promote ethical and legally compliant business conduct. These policies include its Code of Ethics and Hitachi Rail STS Anti-corruption Manual, and contribute to Hitachi Rail Australia's commitment to mitigate violations of human rights such as modern forms of slavery in its business. Furthermore, Hitachi Rail are working on initiatives globally which will, upon finalisation, be cascaded to all suppliers and subcontractors utilised by the Australian business (and their subsidiaries).

Hitachi Rail Australia employees, and third parties that Hitachi Rail Australia works with, are able to report any violations of laws and regulations, and of the Code of Ethics, via a website [hitachi.ethicspoint.com](http://hitachi.ethicspoint.com) which is accessible 24 hours a day, 7 days a week, 365 days a year.



Additionally, Hitachi Rail Australia has a local Code of Ethics supervisory body, which is in place for the purpose of facilitating reporting of any violations of laws, regulations, or the Code of Ethics. Hitachi Rail Australia employees can raise concerns in a protected manner, by contacting the supervisory body on [ethicsaustralia@hitachirail.com](mailto:ethicsaustralia@hitachirail.com) or by raising ethical concerns through the Hitachi Rail global portal.

Additionally to promote awareness and compliance with the Code of Ethics, Hitachi Rail Australia employees must complete the Hitachi Rail group's Code of Conduct e-learning package on an annual basis. Should a case of non-observance or violation occur appropriate disciplinary action or contractual sanctions will be undertaken.

## **2.4 Potential Risks in Hitachi Rail Australia's Operations and Supply Chains**

Hitachi Rail Australia's:

- vetting and selection of its suppliers and subcontractors; and
- purchase of assets, goods and services;

is carried out in accordance with the principles of the Hitachi Rail group Code of Ethics and internal quality procedures, as well as current health, safety and environmental regulations.

Hitachi Rail Australia's adherence to the above processes and procedures ensures that Hitachi Rail Australia maintains a degree of visibility regarding of its supply chains, however, in addition to this approach, Hitachi Rail Australia also has an internal audit team who continuously monitor its practices locally to ensure that Hitachi Rail Australia is complying with the Hitachi Rail group global standards, policies and procedures and is continuously improving the manner in which the business operates.

In light of the revelations of exploitation and increasing visibility of human rights abuse in global supply chains due to the global pandemic, Hitachi Rail Australia understands that all forms of human rights abuse (including that of child and forced labour) is not just a legal or ethical concern but a business risk. Hitachi Rail Australia recognises that it has a responsibility to ensure that its products do not contribute to, cause, or prolong human rights abuse.

Addressing forced labour is complex. However, Hitachi Rail Australia recognises the need for responsible supply chain management and for multi-stakeholder engagement, and understands that it can be, and must be, a force for change to prevent such abuse and human rights violations from occurring.

Over the next twelve months, Hitachi Rail Australia will focus on protecting vulnerable workers and being an agent for positive change. To do this Hitachi Rail Australia will need to have more visibility of its supply chain and the associated risks that are (directly or indirectly) linked to slavery and labour abuse. Furthermore, Hitachi Rail Australia will continue to strengthen its understanding of the risks of modern slavery practices that are caused by, or contributed to by, or directly linked to, Hitachi Rail Australia's business operations and supply chains.

Areas of priority and immediate concern are the use of forced labour in countries with existing or increasing violations in disregard of the protection of human rights.

### **3 Actions taken in the 2020/21 Reporting Period and Commitments for the 2021/22 Reporting Period**

Hitachi Rail Australia made several commitments regarding actions planned for the 1 April 2020 to 31 March 2021 reporting period in its first Modern Slavery Statement. As part of the fulfilment, continuation and furtherance of these commitments, Hitachi Rail Australia notes:

1. Actions undertaken in response to 2019/20 period; and
2. Commitments to build upon in the 2021/22 period,

as outlined in the following table:

<p><b>Action Committed to in 2019/20 Statement</b></p> <p><b>(1 April 2019 to 31 March 2020)</b></p>	<p><b>Action Undertaken in response to 2019/20 Commitments</b></p> <p><b>(Undertaken in the period 1 April 2020 to 31 March 2021)</b></p>	<p><b>Commitments to build upon in 2021/22 Reporting Period</b></p> <p><b>(Planned for the period 1 April 2021 to 31 March 2022)</b></p>
<p>Establishing a dedicated steering group with established relevant KPIs to develop and lead Hitachi Rail Australia's activities to better understand and implement action to:</p> <ul style="list-style-type: none"> <li>• minimise the risk of modern slavery and human trafficking in Hitachi Rail Australia's operations and supply chains; and</li> <li>• report to the Board of Hitachi Rail Australia on a quarterly basis.</li> </ul>	<p>Hitachi Rail Australia established a dedicated group of key internal stakeholders (empowered by virtue of their roles and responsibilities within the business) to undertake activities to better understand and, through such understanding, plan the necessary action to minimise the risk of modern slavery and human trafficking in Hitachi Rail Australia's operations and supply chains. This stakeholder engagement has since been formalised for the 2021-22 period.</p> <p>The Board of Hitachi Rail Australia were consulted to approve the actions planned for 2020-21, and have since been engaged on an ad hoc basis where required. This directorial engagement has been formalised to reflect the initial goal of quarterly reporting, for the 2021-22 period.</p>	<p>Further formalisation of the steering committee objectives, with implementation of:</p> <ul style="list-style-type: none"> <li>• mission statement;</li> <li>• purpose; and</li> <li>• KPIs to feed into the board reporting to be undertaken.</li> </ul> <p>Formalised quarterly reporting to the Board of Directors to ensure KPI accountability and – to the extent required – directorial input as to processes and procedures implemented in furtherance of the modern slavery commitments outlined in this report.</p>
<p>Aligning the Hitachi Rail global and local procurement policies and procedures to the United Nations Guiding Principles framework.</p>	<p>Hitachi continues to recognise the importance of international human rights standards such as the UN Guiding Principles on Business and Human Rights. Where possible, we align these standards to our internal and external policies and procedures. This is demonstrated in the following polices:</p> <ul style="list-style-type: none"> <li>• The Hitachi Group Human Rights Policy is aligned to, and references, the International Bill of Human Rights, International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights;</li> <li>• Hitachi Rail's Supplier Code of Conduct was developed with the UN Global Compact (UNGC) Framework (10 Principles) structure as guidance</li> </ul>	<p>Hitachi Rail Australia took steps in the 2020/2021 reporting period to update bidding and request for quotation documentation to specifically refer to modern slavery commitments by potential suppliers, such that this could be a key factor of consideration in awarding packages of work.</p> <p>Hitachi Rail Australia intends to continue this endeavour into the 2021/2022 period, including by utilising the recently implemented Global supplier on-boarding programme, which is a standard solution across Hitachi Rail to qualify and monitor suppliers against risk-based criteria.</p> <p>This will help provide visibility on the current risks and practices of Hitachi Rail suppliers relating to environment, labour and human</p>



	<p>Of particular local focus have been the foundational principles of Corporate Responsibility to Protect Human Rights, and ensuring that the actions taken by the dedicated stakeholders reflect:</p> <ul style="list-style-type: none"> <li>• <b>[Principle 13]</b> The responsibility to respect human rights requires that business enterprises: <ul style="list-style-type: none"> <li>(a) Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur;</li> <li>(b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.</li> </ul> </li> <li>• <b>[Principle 14]</b> The responsibility of business enterprises to respect human rights applies to all enterprises regardless of their size, sector, operational context, ownership and structure.</li> <li>• The global policies of the Hitachi Group which demonstrate commitment to meet responsibilities to respect human rights <b>[Principle 15]</b></li> </ul>	<p>rights, ethics and sustainable procurement practices. This tool will allow entities within the Hitachi Group to better share vendor information, allowing for breaches of key obligations (such as those pertaining to modern slavery) to be identified and addressed more efficiently.</p>
<p>Continuing to ensure that Hitachi Rail Australia's procurement and bidding policies and procedures continue to include terms and conditions (including in contracts that Hitachi Rail Australia enters into, or that its subsidiary companies enter into) that:</p> <ul style="list-style-type: none"> <li>• specifically address modern slavery risks including those that cause or contribute to, or are</li> </ul>	<p>Hitachi Rail have undertaken a preliminary market review to understand the approach taken by our peers with respect to contractual and procedural approaches to specifically address modern slavery risks.</p> <p>The findings of this review (coupled with specialist advice, where required) will drive the implementation of a due diligence framework in the 2021-22 period (please see references to Tool Kit below).</p>	<p>Implementation of the findings flowing from the review undertaken in 2020/21, such that Hitachi Rail Australia's approach to modern slavery within procurement and bidding policies is, at a minimum, aligned with that of peers within the market.</p> <p>Expansion of the Hitachi Rail Australia initiatives further into the subsidiary policies and procedures.</p>

<p>directly linked to, modern slavery practices; and</p> <ul style="list-style-type: none"> <li>introduce a due diligence framework to identify and mitigate the risk of modern slavery within Hitachi Rail Australia's business.</li> </ul>	<p>Hitachi Rail Australia took steps in the 2020/2021 reporting period to update bidding and request for quotation documentation to specifically refer to modern slavery commitments by potential suppliers, such that this could be a key factor of consideration in awarding packages of work. Standard terms and conditions in the Hitachi Rail Australia SAP platform have also been updated to include the Hitachi Rail Code of Ethics obligations in all SAP orders released by the company, highlighting the importance that Hitachi Rail places on ethical supplier behaviour.</p>	
<p>Hitachi Rail Australia is also working on standard wording for addition into all contracts that it enters into to ensure that all parties that it contracts with commit to taking steps to comply with all modern slavery laws, including the Act. Where possible, Hitachi Rail Australia's focus is to not exacerbate or cause further harm within Hitachi Rail Australia's operations and supply chains, and before ceasing any engagements, Hitachi Rail Australia's focus will be to take appropriate remedial action and introduce corrective action plans.</p>	<p>As above, Hitachi Rail Australia took steps in the 2020/2021 reporting period to update bidding and request for quotation documentation to specifically refer to modern slavery commitments by potential suppliers, such that this could be a key factor of consideration in awarding packages of work. Standard terms and conditions in the Hitachi Rail Australia SAP platform have also been updated to include the Hitachi Rail Code of Ethics obligations in all SAP orders released by the company, highlighting the importance that Hitachi Rail places on ethical supplier behaviour.</p>	<p>Hitachi Rail Australia intends to agree a global suite of clauses that ought to be implemented in the majority of contracts to which Hitachi Rail Australia is a party, such that there is:</p> <ol style="list-style-type: none"> <li>1. Visibility and recognition by customers and suppliers, alike, of the importance placed by Hitachi Rail Australia on modern slavery prevention; and</li> <li>2. A contractual means to initiate remedial action in the event of breach or grievance.</li> </ol>
<p>Building awareness among Hitachi Rail Australia's employees (with those employees engaged in Procurement, Supply Chain Planning and Logistics to be a priority) about modern slavery risks and the requirements of, and importance of, the Act. Modern slavery risks and the requirements of, and importance of, the Act will be communicated regularly through targeted presentations to build greater awareness of modern slavery risks within Hitachi Rail Australia's business and the importance of identifying and addressing such risks. This will include the following:</p>	<p>This has been a key area of focus for Hitachi Rail Australia in the most recent period.</p> <p>In furtherance of this commitment, the following actions have been undertaken:</p> <ol style="list-style-type: none"> <li>1. Modern Slavery training has been completed by Asia Pacific Head of Procurement and Asia Pacific Head of Supply Chain, with a view to implementing a top down approach to the roll out of learnings relevant to such training;</li> <li>2. Preparation of locally specific Modern Slavery Training has been undertaken (with involvement from Procurement, Supply Chain and Legal Departments of Hitachi Rail Australia) and shared with the Hitachi Rail</li> </ol>	<p><b>Training - general</b></p> <p>Roll out of the modern slavery training prepared in the 2020/21 period to all employees (including introducing as a performance metric to employees who are best placed to identify and raise concerns regarding Modern Slavery within their roles and responsibilities).</p> <p><b>Training - targeted</b></p> <p>All members of the Procurement and Supply Chain team to be provided with CIPS (Chartered Institute of Procurement) memberships, with key online course of Modern Slavery to be attended by all such</p>

<ul style="list-style-type: none"> <li>• training on Hitachi Rail group’s policies and standards related to modern slavery risks to relevant personnel including management;</li> <li>• bespoke training for target audiences related to modern slavery risks that they are likely to encounter; and</li> <li>• training of suppliers and subcontractors on risks, policies, and standards related to modern slavery and human trafficking.</li> </ul>	<p>Academy Department. This training will be uploaded into the internal Hitachi Rail Australia training portal and employees are to be sent a notification advising of this mandatory training.</p> <p>3. Tool Kit in progress - initiated by Procurement and Supply Chain. This toolkit is intended to support a strategy for business to tackle modern slavery and expectations. Increasing legal requirements and expectations from consumers, customers, employees and stakeholders mean that responsible businesses need to place tackling modern slavery at the heart of corporate social responsibility activities.</p>	<p>team members – to be completed by 31 December 2021.</p> <p><b>Tool Kit</b></p> <p>Implementation of the steps outlined in the toolkit, including:</p> <ul style="list-style-type: none"> <li>• Train staff visiting suppliers to spot signs that indicate worker exploitation;</li> <li>• Due diligence checks in appointment of suppliers to establish creditability, legitimacy and ability of supplier to manage labour rights;</li> <li>• Reduce reliance on potential high-risk suppliers (for example any suppliers that may exist in the Hitachi Rail Australia portfolio where we have difficulty monitoring on a regular basis).</li> <li>• Develop process for knowledge exchange about modern slavery - Develop internal and external dialogue and communication mechanisms (for example - Key Leadership meetings, HSE quarterly reviews etc).</li> </ul>
<p>Disclosure of more information on training statistics, training plans, training partnerships, and effectiveness of such training. Hitachi Rail will encourage its suppliers and subcontractors to provide training to their employees, suppliers and subcontractors on modern slavery.</p>	<p>Hitachi Rail STS has constructed a company-wide online awareness program, being rolled out to all staff, irrespective of their position. This training focuses on anti-corruption, code of conduct that describes the professional behaviour to be observed and conducts employees shall obey by and the Hitachi Rail Code of Ethics (which address labour rights, generally).</p>	<p>Hitachi Rail STS will engage with key suppliers to confirm that, where applicable to their business, they have or are implementing a program to raise awareness of Modern Slavery.</p>
<p>Identifying areas of low visibility in Hitachi Rail Australia’s supply chains, and introducing mechanisms that will increase that visibility.</p>	<p>The Hitachi Rail Australia vendor qualification platform has a specific area under HSE that asks questions regarding Modern Slavery. This is part of a global tool in use and is utilised in assessing and qualifying vendors for use within the business.</p> <p>Hitachi Rail Australia has also updated bid initiation documents to question suppliers on their Modern</p>	<p>This will be a continuing goal for the 2021/2022 period, with increased focus on the Hitachi Rail Australia subsidiary companies.</p>

	Slavery obligations, and subsequent identification and management of potential risks.	
<p>Conducting an initial review of the supply chains of Hitachi Rail Australia's subsidiary companies with the goal of:</p> <ul style="list-style-type: none"> <li>meeting with key internal stakeholders of the subsidiary companies in which Hitachi Rail Australia holds a "controlling interest" to communicate Hitachi Rail Australia's expectations regarding identifying and mitigating the risk of human trafficking and modern slavery within business operations and supply chains, and to understand the approach such subsidiary companies will take in mitigating this risk; and</li> <li>meeting with key internal stakeholders of the subsidiary companies in which Hitachi Rail Australia does not hold a "controlling interest" to understand their approach to identifying and mitigating the risk of human trafficking and modern slavery within their operations and supply chains, and to offer assistance regarding identifying and mitigating this risk.</li> </ul>	<p>In an effort to progress this commitment, Hitachi Rail Australia has, in the current reporting period, evaluated capabilities of existing staff and, on such evaluation, have determined a need for broad-scale education, which will be made mandatory in the 2021-22 reporting period.</p>	<p>Implementation of the aforementioned education and training initiatives, with trackable metrics of completion such that assessment as to effectiveness of training can be made.</p>
<p>Design and implement internal mechanisms, and use them in conjunction with external mechanisms, to understand the effectiveness and impact of the initiatives undertaken by Hitachi Rail Australia in order to assess and track the performance and effectiveness of each activity Hitachi Rail Australia and its subsidiaries undertakes to identify</p>	<p>All new agreements entered into have contractual obligations where Human Rights and Modern Slavery are to be respected in the course of business with Hitachi Rail Australia.</p>	<p>Engage external recruitment agents and labour hire providers under contract (where such contracts contain relevant code of ethics and modern slavery provisions, as detailed above), to reiterate the importance of their recognition and management of modern slavery risks.</p>

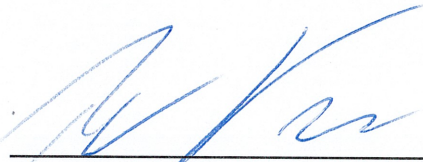
and mitigate the risk of human trafficking and modern slavery within the operations and supply chains of the business.

The Board of Hitachi Rail Australia views this, its second Modern Slavery Statement, as an opportunity to not just comply with its legislative obligations, but to communicate its approach to, and ongoing commitment to, conducting and implementing comprehensive due diligence to identify, assess, address and mitigate the risk of modern slavery within its business operations and supply chains.

Hitachi Rail Australia is committed to:

- identifying and remedying human trafficking and modern slavery risks in its supply chains and operations; and
- ensuring that its processes, policies and procedures remain effective in identifying, preventing and remediating such human trafficking and modern slavery.

This Statement was approved by the Board of Hitachi Rail STS Australia Pty Ltd (ABN 34 068 707 380) of 11 Viola Place, Eagle Farm, Brisbane, Queensland 4009, Australia on 13 September 2021.



---

Raphael Ferreira  
Director and Country Representative  
Hitachi Rail STS Australia Pty Ltd



## Appendix

This Statement was prepared to meet the mandatory reporting criteria set out under the Act.

The table below identifies where each criterion is disclosed within the different sections of this Statement.

The Act Criteria	The Statement	
	Page	Section
Identify the reporting entity	2	1 Introduction
Describe the reporting entity's structure, operations and supply chains	2 – 5	2 Hitachi Rail Australia's Structure, Operations and Supply Chains  2.1 Hitachi Rail Australia's Structure  2.2 Hitachi Rail Australia's Operations and Supply Chains  2.3 Hitachi Rail Australia's Policies and Procedures
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or control	5	2.4 Potential risks in Hitachi Rail Australia's Operations and Supply Chains
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	5  6	2.4 Potential risks in Hitachi Rail Australia's Operations and Supply Chains  3 Hitachi Rail Australia's Commitment
Describe how the reporting entity assesses the effectiveness of these actions	5  6	2.4 Potential risks in Hitachi Rail Australia's Operations and Supply Chains  3 Hitachi Rail Australia's Commitment
Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	5  6	2.4 Potential risks in Hitachi Rail Australia's Operations and Supply Chains  3 Hitachi Rail Australia's Commitment
Provide any other relevant information	5  6	2.4 Potential risks in Hitachi Rail Australia's Operations and Supply Chains  3 Hitachi Rail Australia's Commitment