

Modern Slavery Statement

Pursuant to the requirements of the Modern Slavery Act 2018, Toshiba International Corporation Pty Ltd (“TIC”) and its subsidiary (“PGSR”) state that we take steps to ensure slavery and human trafficking is not taking place within any of our supply chains and within our businesses.

TIC acknowledges that slavery can occur in many forms as detailed in the Modern Slavery Act including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting.

Accordingly, we have adopted policies that puts in place a framework to ensure continued respect for human rights.

We emphasise that we will use every means at our disposal to ensure modern slavery is not occurring within our organisation or within any supply chain.

Company Overview

TIC is a wholly own subsidiary of Toshiba Corporation, Japan and delivers products and services worldwide in energy systems & solutions, infrastructure systems and solutions and battery business.

TIC has a central head office in Sydney with branch offices in Australia and approx. 170 staff. TIC has a subsidiary that is based in NSW, Australia and supplies Australian based labour for TIC’s project work.

Policies

TIC complies with universal principles regarding human rights and labour practices, including the Universal Declaration of Human Rights, and respects human rights through sound business practices. TIC has adopted and implemented the Standards of Conduct for Toshiba Group that stipulates respect for basic rights, and opposes child and forced labour. <https://www.global.toshiba/ww/sustainability/corporate/policy/soc.html>.

TIC also follows Toshiba Group Human Rights Policy that was established in March 2022 in light of recent changes in global society’s awareness of human rights. Toshiba Group stipulates respect for human rights as Article 1 in Standards of Conduct for Toshiba Group and has declared that it conducts corporate activities with consideration of human rights. Toshiba Group and TIC understand our corporate activities have impacts on human rights and we fulfil our responsibility by respecting the human rights of all stakeholders involved in Toshiba Group’s corporate activities.

We ask that all suppliers, all of whom play a critical part within our business, to appreciate and to put into practice the Toshiba Group Procurement Policy, which contains a clear prohibition on forced labour (including slave labour), and human trafficking.

<https://www.global.toshiba/ww/procurement/corporate/policy.html>


These policies act at a global level and reflect the commitment of the Toshiba Group, as a global entity, to act ethically and with integrity within all business relationships, and to implement and enforce effective systems and controls to ensure modern day slavery and human trafficking is not occurring in any place along our supply chains.

Due diligence within our supply chain

Our supply chains are characterised by complex supply chains, in which different components are manufactured in different parts of the world.

The products and services that contribute to TIC’s own products and services are sourced from Toshiba Group and third party product/service suppliers throughout the world and our supply chains may extend beyond direct suppliers.

We acknowledge that the risks of modern slavery may be heightened in some of our groups supply chains and operations as a result of the geographical location of some suppliers, our areas of operation and the source of materials used in products supplied to us.



We also acknowledge that we lack visibility in certain overseas markets and this carries additional risks of modern slavery especially in secondary levels of our chain of suppliers and source materials used in our group's goods and services.

Current Reporting period

During this reporting period, in response to COVID-19, many governments enforced border closures and restricted internal movement, which has limited the ability of TIC divisions' procurement teams to complete audits of suppliers and address any potential modern slavery risks that are identified.

However, we have commenced and will continue to work on developing processes to ensure we can review the effectiveness of the actions we are taking and address modern slavery risks in our operations and supply chains.

During this reporting period, we managed the risks of modern slavery to TIC and PGSR with the following measures:

- prepared TIC's Modern Slavery policy to be issued to all employees and its subsidiary
- created modern slavery training module that will be available to all employees and its subsidiary
- established a Whistleblower System that can be accessed internally and externally through an independent third party.

Training

Training with respect to our Standards of Conduct is provided to all employees of TIC and PGSR, with our Standards of Conduct being the guiding principles of our daily business activities. Additionally, we generate and roll out specific training activities from time to time and as required.

Establishment of Whistleblower System – In-house reporting

In accordance with the specific principles of the Corporations Act 2001, a Whistleblower System has been established with a focus on allowing internal and external anonymous reporting without fear of reprisal. The grievance process is confidential and protects workers' and external sources privacy.

Each TIC division has external and internal whistleblower channels and the number and nature of whistleblower reports are reported annually to the Toshiba Group.

Continual Improvement

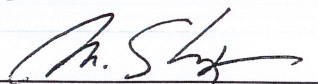
TIC recognises the need to continually assess the effectiveness of actions taken, and will act upon any information suggesting improper action within the supply chain or inadequate due diligence.

Consultation

This Modern Slavery Statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth). It applies to and describes the steps taken by Toshiba International Corporation Pty Ltd during the financial year ending 31 Mar 2022 to seek to minimise the risk of modern slavery occurring in the company's business or their supply chains.

TIC consulted with the relevant companies that it owns or controls in the development of this statement.

This statement was approved by the board members of Toshiba International Corporation Pty Ltd on 19 Aug 2022.



Mr Makoto Shimizu

Managing Director (on behalf of TIC's Board of Directors)
Toshiba International Corporation Pty Ltd

Date: 19/8/2022