



Modern Slavery Statement [downloadable]

Policy: 11516v6 | Owner: Vincent Verlinde (Internal Audit Manager) | Published 14/11/2024

COMMITMENT

Daikin Australia Pty Ltd (“DAS”) is committed to preventing any form of modern slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices. DAS has a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

STATEMENT

DAS will continue to assess its supply chains and internal/external operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively. The Board, Directors and Executive Management Team of DAS have overall responsibility for ensuring DAS (and its subsidiaries) comply with legal and ethical obligations, and that all persons working for DAS (and its subsidiaries) or on our behalf in any capacity comply. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is also the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third-party business partners).

REPORTING ENTITY

The reporting entity is Daikin Australia Pty Ltd (ABN 62 000 172 967) – “DAS”, with its Head Office located at 62-66 Governor Macquarie Drive Chipping Norton NSW 2170. DAS is a wholly owned subsidiary of Daikin Industries Ltd, a Japanese public listed company.

RISKS ASSESSMENT

The Daikin Group operates in Asia which includes Malaysia, Thailand, and Vietnam that rate in the medium to high prevalence for Modern Slavery from the 2018 Global Slavery Index. The risk for Daikin of Modern Slavery practices is low as the Group employs staff in line with Human Rights Guidelines and principles. In addition, a company-wide approach to maintaining an Ethical Supply Chain has been deployed.

STRUCTURE AND OPERATION

As one of Australia’s most trusted names in air conditioning, Daikin can be found in homes, businesses, and community projects across Australia. We have been heating and cooling Australian homes for over 50 years, so we are used to dealing with the extremes of the harsh Australian feel like ‘home’, and as specialists, we take pride in designing products that provide clean, efficient, and superior comfort in the places we live, work and play.

The DAS business structure includes a Board consisting of Australian and Japanese representatives. To assist with company oversight of compliance and governance through risk assessments and audits, the Risk & Assurance department has been established, reporting to the Corporate Governance Committee.

DAS imports HVAC equipment along with manufacturing at the head office location. Imports consist of finished goods from Daikin Industries Thailand (86%), Daikin Malaysia (4%), Daikin Industries Japan (2%), and Daikin Singapore (5%), Daikin China (2%). Australian manufacturing accounts for approx. 16% of the goods used and supplied in Australia. Raw materials for manufacturing are acquired in Australia (44%), from other Daikin companies (31%) or from suppliers in Singapore, China, Malaysia, Hong Kong and Japan (24%). All percentages by approximation.

DAS consists of the following departments reporting to the Managing Director:

- Sales and Marketing
- Finance, Human Resources, IT and Corporate Planning
- Service
- Applied Solutions Business
- Manufacturing, Product and R&D
- Supply Chain





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CONTROLS ADDRESSING RISK

The Daikin Group participates in the UN Global Compact which supports and implements universal principles concerning human rights and labour. The Daikin Group has a Respect for Human Rights Policy which is based on the laws and regulations of each country and region, we respect basic human rights in accordance with international norms. Formulated in 2017, Daikin Groups Supply Chain Promotion Guideline stipulates mechanisms and rules for protecting human rights that includes a system for monitoring human rights and the prohibition of child labour and forced labour. DAS suppliers inside and outside of Japan are urged to abide by these guidelines. We are working to validate and increase the level of awareness at our suppliers.

The Daikin Group strives to raise awareness of human rights among officers and employees through periodic education sessions and assessments. Through annual self-assessments to confirm how well the Group Conduct Guidelines are being followed, employees assess themselves and thus contribute to their improved understanding of the guidelines. Human rights education for each level of employees helps them improve their human rights awareness. The DAS Corporate Governance Committee consists of Senior Managers, General Counsel, Internal Audit and Compliance and tasks reviewing and monitoring of compliance for the business which includes Modern Slavery. Priority Issues and Management Actions on improving Modern Slavery systems and compliance across the business form a key responsibility for this Committee.

EFFECTIVENESS ASSESSMENT

DAS has implemented a programme to ensure compliance with the requirements of the Modern Slavery Legislation, including Australian subsidiaries and their employees (Airmaster Corporation Pty Ltd (AMC), Conserve It Pty Ltd (CIT)). The programme consists of:

- A Modern Slavery Policy, which is to be read and acknowledged by all employees of the company;
- E-Learning focused on the risk and impact of Modern Slavery for all employees of the company;
- Discussion of the risk and impact of Modern Slavery with Executive Management;
- Inclusion of Daikin Australia's standing on Modern in the Daikin Terms and Conditions of Sale;
- Independent annual assessment of the implemented controls.

In line with its Management Systems, DAS will continue to improve effectiveness through risk assessments and control assessments to ensure that DAS (and its subsidiaries) maintain compliant. Using a systemised approach to supplier and contractor engagement, DAS (and its subsidiaries) will work with its suppliers and contractors to maintain a level of confidence of their compliance with Modern Slavery requirements.

DAS has implemented whistleblower framework for all workers to report non-compliance. All reports regarding modern slavery are treated in accordance with the Whistle-blower Policy. The Company will support all persons raising genuine concerns in good faith. No workers will suffer detrimental treatment (e.g. dismissal or disciplinary action) as a result of reporting their concerns in good faith.

CONSULTATION

All entities listed under the subsidiaries heading have acknowledged that they are both aware that a group statement is being made and each entity has had an opportunity to participate in the statement's process, with AMC submitting a joint statement for all entities in their group (ABN 26 133 652 749), which has been reviewed and endorsed by DAS.

APPROVAL

Approval of the statement has been granted by the Board of Directors of Daikin Australia on 25 October 2024, included in the minutes of this meeting as documented in the Statement Annexure.

Signed:

Mr. Hideaki Furihata - Managing Director Daikin Australia Pty Ltd (DAS)