

MODERN SLAVERY STATEMENT

This Statement is prepared in accordance with s13 of the *Modern Slavery Act 2018* (Cth). It sets out the steps taken by Isuzu Australia Limited ("IAL") during our 23/24 financial year, to seek to minimise the risk of modern slavery occurring in our business.

IAL has formed a Sustainability and Compliance Department in order to dedicate more resources to, among other things, aspects of IAL's Environmental Social and Governance response including Modern Slavery. The Department provides reports to the Risk Audit and Compliance Committee which will monitor, review, and plan the actions we have taken and will take in order to counter modern slavery risks.

Description of IAL

IAL is a public company, incorporated in Australia and operating in Australia. The immediate and the ultimate parent entity is Isuzu Motors Limited ("IML"), a company incorporated in Japan. IAL's registered office and its principal place of business is at:

66 Foundation Road

TRUGANINA VIC 3025

Telephone: (03) 9 644 6666

IAL does not have any subsidiaries.

IAL Operations and Supply Chains

IAL's principal activities are the importation and distribution of trucks, related parts and accessories and diesel engines. IAL works with Isuzu franchised dealers throughout Australia. While the businesses are neither owned nor controlled by IAL, it is a condition of the dealers' franchise agreement that they comply with all applicable laws.

IAL's supply chains are complex. We have both upstream and downstream suppliers in our supply chain. IAL's main upstream supplier is IML which supplies vehicles, engines and their related parts and accessories to be distributed by IAL. IAL's downstream suppliers are primarily the individuals and organisations providing goods and services used to support the sale and distribution of Isuzu Trucks and engines, and their related parts and accessories.

Potential Risks of Modern Slavery Practices in IAL Operations and Supply Chains

As noted below, modern commercial vehicles contain thousands of separate parts from many different suppliers that form dozens of systems. We rely on IML in respect of the management of the upstream suppliers of these separate parts. We will continue to liaise with IML in relation to IML's management and oversight of human rights and labour including the elimination of discrimination, respect of human rights, prohibition of child labour, prohibition of forced labour and measures taken against use of conflict minerals.



IAL's downstream Tier One suppliers are primarily Australian based low risk business sectors where wages and conditions are governed by applicable Australian laws. We will continue to work with our suppliers to identify and address any risks of modern slavery that may be identified.

Actions Taken by IAL to Assess and Address the Modern Slavery Risks.

This report relates to our financial year April 2023 to March 2024 period.

IAL has continued to develop its systems and processes to mitigate modern slavery risk in its supply chain. In particular, IAL:

- ensures the Human Rights Officer remains responsible for the;
 - general oversight of Human Rights related issues both in relation to IAL staff and IAL suppliers.
 - Responding in a timely manner to any complaints or queries as they arise;
 - Attending IML practical human rights education and responding to IML queries in a timely manner.
 - Reporting any issues that may arise to the Risk Audit and Compliance Committee.
- has appointed a service provider has been appointed who is assisting in checking evidence of Modern Slavery in supply chain production;
- has amended IAL's Standard Tender Documents to include a new requirement for all tender applicants to sign and accept the terms outlined in the updated Supplier Code of Conduct.
- ensures any new material supplier agreement contains a statement relating to Modern Slavery and requirements to comply with it.
- has modified its internal systems to ensure all contractors are subject to Visa checks or otherwise are able to confirm a right to work in Australia;
- ensures all service providers involved in Direct Ship activities in the IAL logistics supply chain provide to IAL Modern Slavery policies.

IML requires its suppliers to adhere to its Revised Supplier Sustainability Guidelines and to provide a letter of consent agreeing to the Guidelines. IML will continue to strengthen its Human Rights due diligence activities, including providing appropriate education to management and employees, consulting with outside experts, maintaining dialogue and discussions with relevant stakeholders in line with the Isuzu Group Human Rights Policy established on 25 February 2022.

Since October 2022, IML has been participating in the Foreign Worker Consultation and Relief Program via the Japan Platform for Migrant Workers towards Responsible and Inclusive Society as one of its grievance consultation and remedial mechanisms for foreign workers.

Wider risk issues are reported to the IAL Risk Audit and Compliance Committee which are reported to the IAL Board on a quarterly basis.

How IAL assesses the Effectiveness of our Actions

IAL's Modern Slavery oversight is actively managed by the Sustainability and Compliance Department and in particular the Department regularly:

- reviews relevant data;
- assesses emerging risks;
- leads stakeholder engagement; and
- advises the IAL Board through the IAL Risk Audit and Compliance Committee of its activities.

Other Relevant Information

Modern commercial vehicles contain thousands of separate parts from many different suppliers that form dozens of systems.

These systems and parts are typically supplied by "Tier 1" suppliers. The suppliers to the Tier 1 suppliers are known as "Tier 2" suppliers and so on. It is possible that some small parts are Tier 4.

IAL as the truck supplier can take care of its own systems, processes, and staff conditions, and can expect close compliance from its Tier 1 suppliers.

IAL's Tier 1 suppliers can in turn set expectations from its suppliers. However, the further down the chain each supplier is placed, the less likely IAL is able to reliably track and control workplace practices.

Every effort is made to source products from honourable and compliant suppliers, however it is impossible to be absolutely sure that the entire vehicle is free from components that are produced to IML's own Sustainability standards.

Conclusion

This Statement outlines the steps IAL has taken to ensure compliance with its ongoing commitment to examining and reducing Modern Slavery practices it identifies in its businesses. This Statement will be reviewed and updated on an annual basis.

This Statement was approved by the Board of Directors of IAL on 21 June 2024.

A handwritten signature in black ink, reading "進藤 武夫" (Shindo Takeo) in Japanese characters.

Takeo Shindo

Managing Director and CEO

