



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 2020 to seek to minimise the risk of modern slavery occurring in our business.

IAL has formed a Modern Slavery Taskforce which is attended by senior management. The Taskforce reports through 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) 9644 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 and engines 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 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 from 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 the April 2019 to March 2020 reporting year. It should be noted a significant amount of investigative and preparatory work was conducted in the reporting year which resulted in many activities being completed during the next reporting period being the April 2020 to March 2021 year.

IAL has mainly focused on Tier One downstream suppliers in its supply chains. IAL has also considered broader rights for its own employees with the aim of ensuring human rights are understood, respected and upheld across our supply chain. IAL makes it clear that it expects its suppliers to adhere to a Supplier Code of Conduct which is consistent with IAL's internal approach to managing the risk of modern slavery.

IAL has examined all active suppliers who are either suppliers of original equipment fitted to commercial vehicles and industrial engines or who are suppliers with a relatively high level of expenditure or have a relatively high level of risk.

In addition to the preparatory work conducted during this reporting period, IAL:

- Broadened due diligence activities to ensure IAL audits are conducted on a selected group of suppliers of critical components on their understanding and compliance with Modern Slavery requirements;
- Amended its supplier selection process to include a requirement that Modern Slavery risks be considered prior to a new supplier being accepted by IAL;
- Amended its precedent supply contracts to include a Modern Slavery clause; and
- Provided information/training to a number of Dealers on the Modern Slavery Act requirements.

In the next reporting period a selected group of suppliers were provided with a copy of the Supplier Code of Conduct and a Modern Slavery Questionnaire. Answers to the questionnaire will be examined by the Modern Slavery Taskforce and where non-compliance with our Modern Slavery Policy and Supplier Code of Conduct is identified, the supplier will be required to remediate the issue within an appropriate period of time, depending on the nature and severity of the non-compliance. If a supplier addresses non-compliance it remains an IAL supplier. Failure to rectify material non-compliance in a timely manner will lead to IAL disengaging with a supplier.

In addition, a number of activities have already been engaged in for the next reporting period namely:

- Development of a Modern Slavery Policy;
- Broadening the Whistleblower Policy to ensure the grievance mechanisms are available to IAL dealers and suppliers;

- Provision of communication and training to relevant employees; and
- Dealer Bulletin issued to ensure IAL dealers are aware of IAL's position and expectations.

Wider risk issues are now 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 Taskforce made of up of key internal stakeholders meet regularly to:

- review relevant data;
- assess emerging risks;
- lead stakeholder engagement; and
- (for the next reporting period) advise 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 CSR 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 23 December 2020.



Hiroko Yaguchi

Managing Director and CEO

23 December 2020