

Process Owner/Authorised: HSE Manager	Ref. Number: VIA-WHS-002A.11a	Rev. No./Date: Rev. 0 Jul 21	<u>VANDERLANDE</u>
Title/Subject: Modern Slavery			Statement

Vanderlande Australia Modern Slavery Statement

ABN 61 164 889 838

OUR COMMITMENT

This statement sets out Vanderlande Industries Australia Pty Ltd (ABN 61 164 889 838) (**Vanderlande**) actions taken between 1 Apr 2020 and 31 Mar 2021 in order to assess all potential modern slavery risks related to Vanderlande's operations and to put into place processes that are aimed at ensuring there are no modern slavery practices in Vanderlande's operations or its supply chain operation.

Vanderlande recognizes that it has a responsibility to ensure that no modern slavery exists in its business and is committed to a process of continuing assessment to prevent any risk of modern slavery arising. This statement and Vanderlande's actions serve to confirm to the Australian Federal Legislation "Modern Slavery Act 2018", an act to require applicable entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks, and for related purposes.

Vanderlande is committed to:

- Ensure the risk of modern slavery practices within Vanderlande's business operations is understood and addressed in accordance with internationally recognised principles and the Modern Slavery Act 2018
- Eliminate the potential for modern slavery practices in our operations and supply chain
- Utilise the due diligence that has been conducted to date, to create a risk assessment, an action plan, and set out next steps for Vanderlande to achieve its goals to address the risk of modern slavery in our operations and supply chain
- Ensure transparency with our employees, clients, suppliers and stakeholders regarding the progress to date, along with our commitment and intent
- Develop a plan to measure the effectiveness of the approach taken to address the risks associated with modern slavery.

The principle core activities of Vanderlande Australia consists of:

- Selling, Designing, and Supplying of Material Handling Solutions and replacement parts, and
- Life cycle servicing of Material Handling Solutions

Vanderlande Australia currently operates locally through nine (9) sites in both Australia and New Zealand with approximately 220 employees. Vanderlande Australia is a proprietary limited company with one shareholder in Veghel, Netherlands – Vanderlande Industries B.V. which has approximately 7,500 employees located in 29 countries and operating out of 105 countries. Vanderlande Industries B.V. is owned by Toyota Industries Corporation (TICO). Vanderlande Australia purchases Material Handling Equipment and parts from overseas through our own manufacturing as well as globally relevant 3rd party suppliers.

We have commenced our journey with rigour and taken meaningful steps to address modern slavery risk in our first year of reporting. As we progress, we will continue to address next steps and refine and further improve our approach and assessment to identify and respond to any risk of modern slavery practices within our organisation. Vanderlande's first Modern Slavery Statement addresses the mandatory criteria outlined in the Modern Slavery Act 2018 (Cth).

This statement is approved by the board of directors of Vanderlande Industries Australia Pty Ltd



Roald De Groot, Managing Director
Vanderlande Industries Australia Pty Ltd

September 9, 2021

Date

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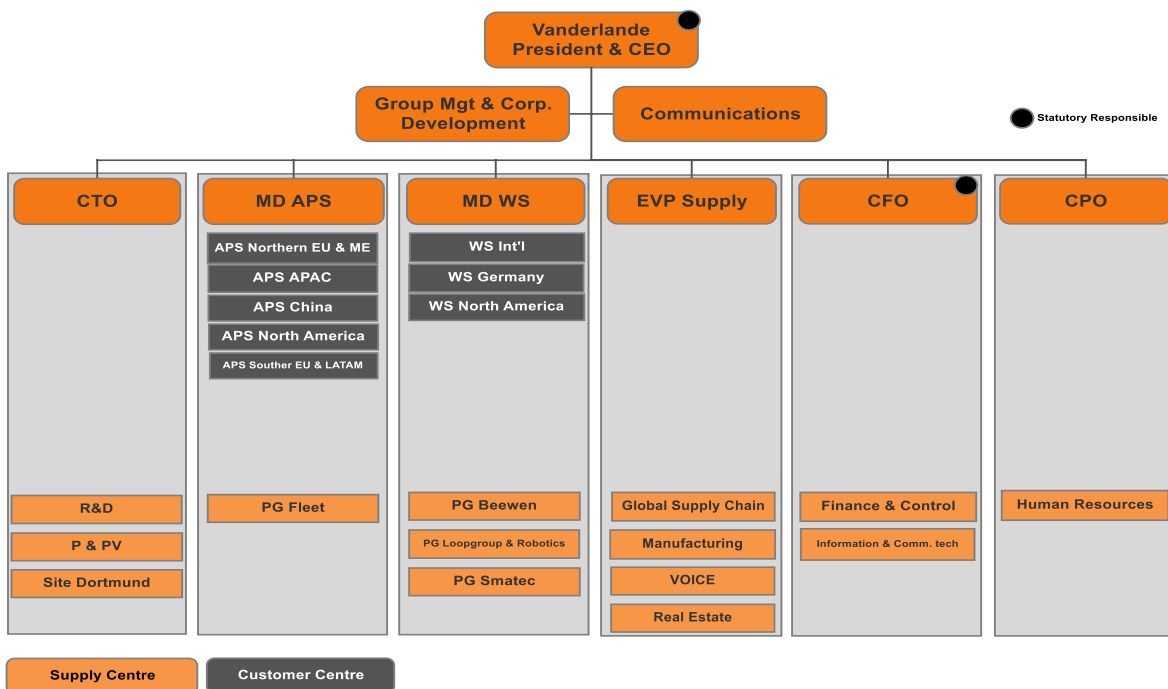
Organizational Structure, Operations, and Supply Chains

Vanderlande is the global market leader in baggage handling systems for airports, and sorting systems for parcel and postal services. Vanderlande is also a leading supplier of warehouse automation solutions.

 Global market leader  Established since 1949  >6,500 employees  AUD 2.5 billion revenue	 AIRPORTS 600 airports including 12 of the world's top 20
 > Innovative systems  > Intelligent software  > Life-cycle services	 WAREHOUSING Many of the largest global E-commerce players  PARCEL 5 largest parcel and postal companies

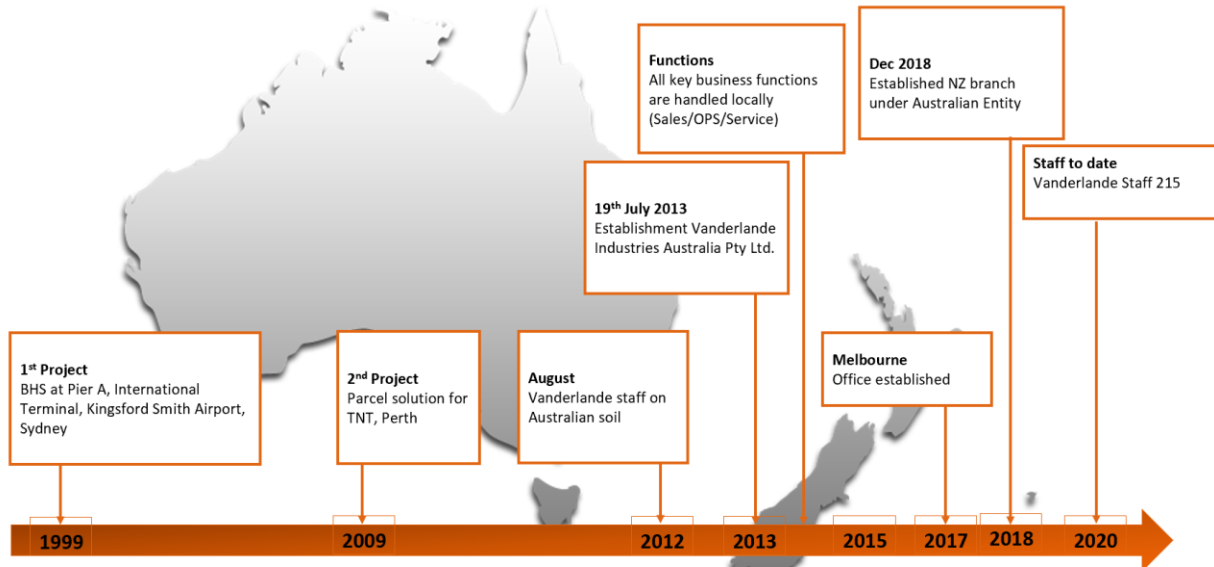
TOYOTA Part of Toyota Industries Corporation

Vanderlande has the following Managerial organisation:

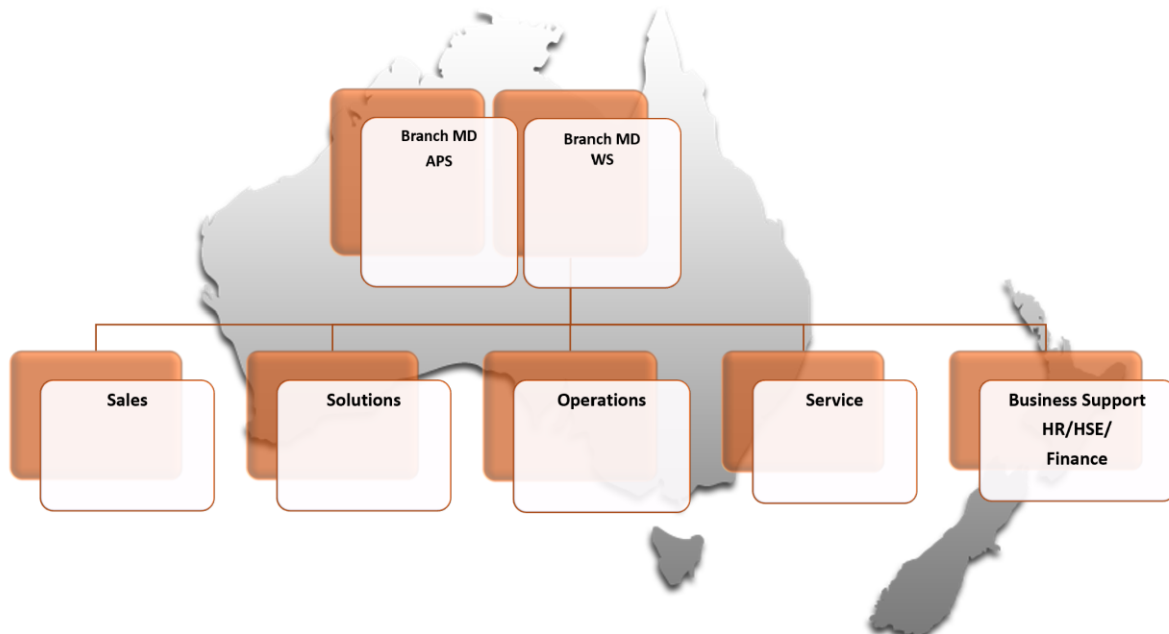


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Vanderlande Australia Pty Ltd is covering the Australian and New Zealand markets within the APAC region, and is active in both Warehousing Systems (WS) and Airports and Parcels (APS) Business Units, brief history below:



Currently the ANZ organization is structured as follows:



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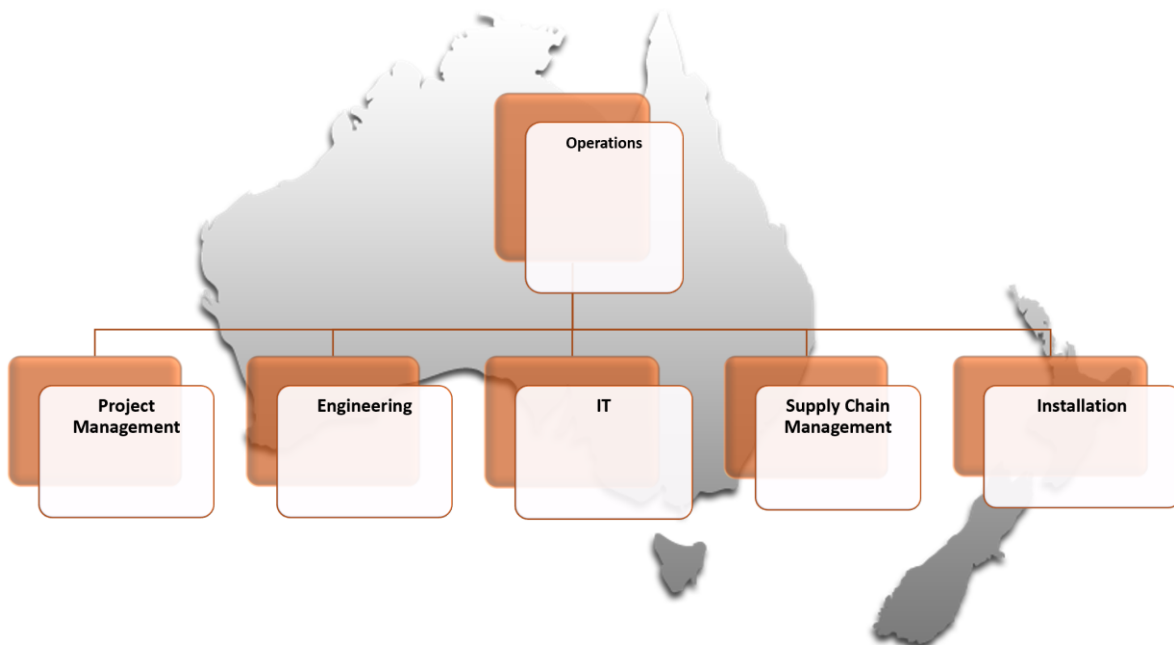
Operations

With headquarters in Netherlands, Vanderlande has offices in 29 countries and projects or service sites in 105 countries around the world:



Within the ANZ region Vandrlande has offices and operational teams in Sydney and Melbourne, and additional service site based teams in Brisbane, Perth and Auckland.

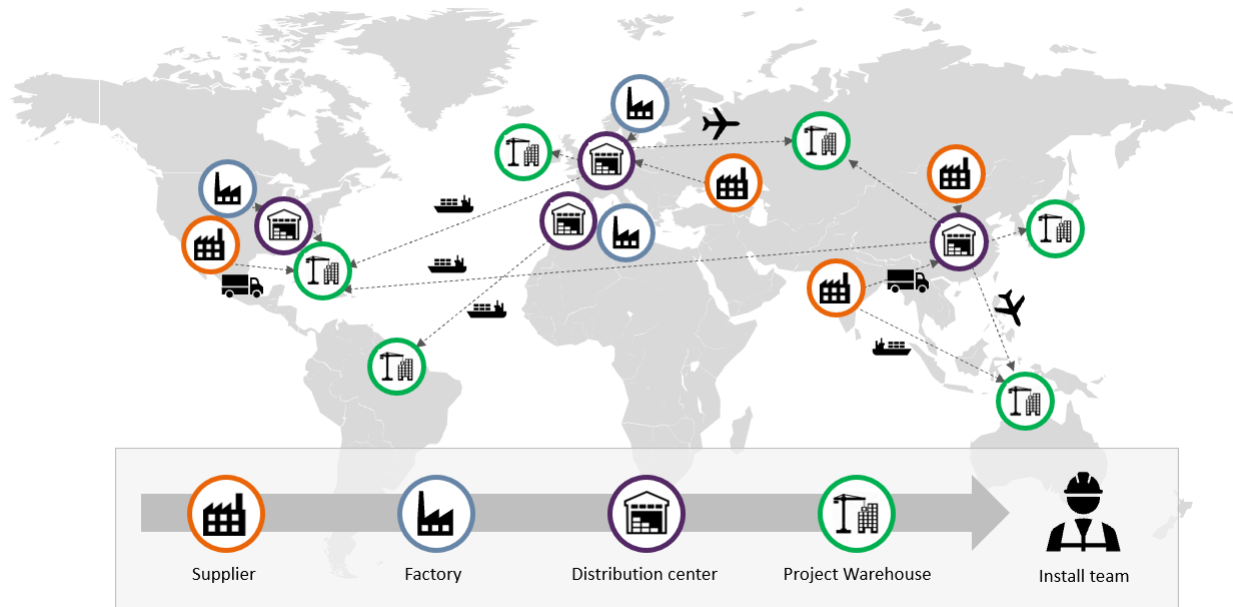
The ANZ Operations team is structured as follows:



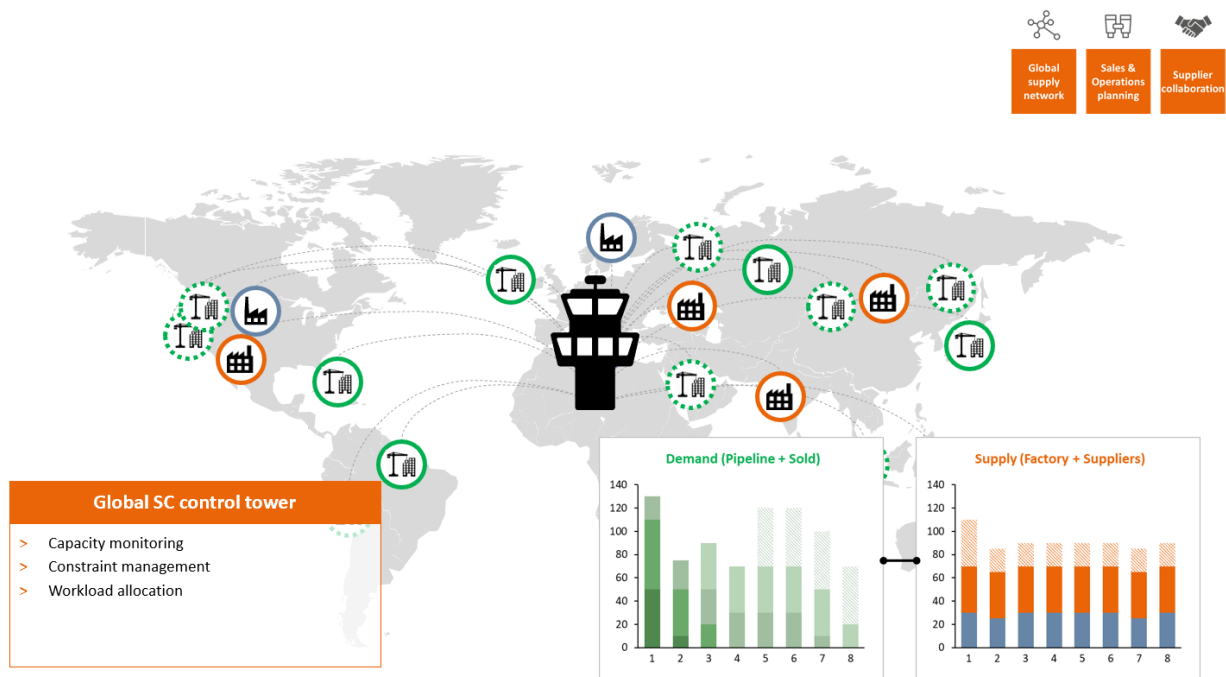
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Supply Chain

Vanderlande is relying on a multi-product, multi-source, and multi-segment global supply network:



The organization is constantly balancing demand and supply capacity via a global supply chain control tower:



While Vanderlande does not have manufacturing facilities in the ANZ region, the local Supply Chain Management Team is responsible for coordinating all global and local sourcing, procurement, manufacturing and logistics activities required for the execution of the customer contracts in ANZ.

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Risks and Actions Taken regarding Modern Slavery

At the time of this statement, Vanderlande Australia already had in place the following processes:

- VIA-WHS-002B.1 Good Business Policy (Employee Code of Conduct)
- VIA-WHS-002B.2 Good Behaviour Policy
- VIA-WHS-002B.3 Performance Management (Investigation Processes)
- VIA-WHS-002B.4 Speak Up Policy
- VIA-WHS-005B.2 Supplier Code of Conduct
- VIA-WHS-005B.10 Business Partner Review Policy
- VIA-WHS-001 WHS Management System Directive
- VIA-WHS-005B Procurement Management series
- VIA-WHS-005E Contractor Management series

The risks of modern slavery practices in Vanderlande Australia's operations and supply chain have been identified, assessed, and appropriate mitigating Actions Taken to address those risks are as recorded in VIA-WHS-005B.12 Modern Slavery Risk Assessment. In the mitigation processes Vanderlande has implemented additional controls furthering our due diligence in our operations and supply chains, reviewing, and adapting contract terms commensurate with our existing policies.

Vanderlande has developed and are to implement the following:

- VIA-WHS-005B.11 Supplier Statement of Voluntary Compliance
- VIA-WHS-005B.13 Supplier Modern Slavery Questionnaire
- VIA-WHS-006B.8 Modern Slavery Audit
- VIA-WHS-002A.11 Modern Slavery Policy, which includes our:
 - Supplier screening process
 - Supplier assessment process
 - Supplier Termination process
 - Consultation & Awareness process

Assessing the Effectiveness

Vanderlande will assess the effectiveness of its Actions through:

- Annual Government Reporting statement
- Regularly self-assessing for compliance against the Modern Slavery Act
 - Regularly self-auditing (VIA-WHS-006B.8)
 - Regularly auditing our suppliers (Screening Processes & VIA-WHS-006B.8)
- Every 2 years, reviewing its own policy on modern slavery (VIA-WHS-002A.11) and its Modern Slavery Risk Assessment (VIA-WHS-005B.12)

Vanderlande Australia Consultation Processes

Based on the requirement of the Modern Slavery Act to take action, part of Vanderlande Australia's actions will also include the awareness training module delivered to all relevant Vanderlande workers online (VIA-WHS-004C.12.35). This same awareness training module will be delivered to its suppliers during its contractor and procurement management protocols.

Other Relevant Information

No other relevant information is available at this stage.