

DAIFUKU OCEANIA MODERN SLAVERY ACT STATEMENT FOR THE FINANCIAL YEAR 2020

This statement sets out Daifuku Oceania Ltd. actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Daifuku Oceania Ltd, recognises that it has a responsibility under the Modern Slavery Act 2015 and Commonwealth Modern Slavery Act 2018 to take a robust approach to slavery and human trafficking and we are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Daifuku Oceania Ltd. (NZBN-9429034520918) is member of Daifuku Group and it is therefore, subjected to the Daifuku commitments to ethics and sustainable development (including environmental and social responsibilities) as set out in the Daifuku Corporate Code of Conduct and associated documents.

Daifuku Oceania Ltd is the holding company of a group of related companies that operate across Australia, New Zealand, Malaysia, Japan, Norway, Canada, Middle East and Asia Pacific Regions.

The related companies that operate under Daifuku Oceania Ltd. (a New Zealand based company):

In Australia:

- BCS Airport Systems Pty Limited (ABN: 63 097 441 882)
- BCS Logistics Solutions Pty Limited (ABN: 44 131 499 413)
- BCS Infrastructure Support Pty Limited (ABN: 61 097 441 873)

In New Zealand:

- BCS New Zealand Limited (NZBN – 9429033014876)
- Sym 3 Limited (NZBN – 9429037383497)

In Malaysia

- BCS Integration Solutions Sdn. Bhd (965148-M)

Our expertise lies in delivering end to end solutions to airports, airlines, freight and industrial customers around the world. Our business breaks into two business units:

Airport Technologies

Development, design, manufacture, installation, servicing and operational and maintenance support of Baggage Handling Systems (BHS), Hold Bag Screening (HBS) and security systems. Our main clients are domestic and international airports.

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For our air[rot technologies, we operate across Australia, New Zealand, Malaysia, Japan, Norway, Canada, Middle East and Asia Pacific Regions. Our supply chains are predominantly based within those regions.

Intralogistics

Development, design, manufacture, installation servicing and operational and maintenance support of a broad range of material handling systems suitable for small and large automated sortation solutions as well as automated storage and picking technologies for small and large distribution and manufacturing hubs.

For Intralogistics, we operate across Australia and New Zealand. Our supply chains are predominantly based within those regions as well as Malaysia and Japan.

RELEVANT POLICIES

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations. All policies are clearly defined and communicated to all employees.

Our Values

Daifuku Oceania's business philosophy is centred on people. Since its inception, the company has an absolute focus on delivering what people want and need and today we continue to work on the words of our founder:

"What makes a company successful is honesty and integrity, and the focus on doing things right. We consider our customers as part of our business, and we must serve their needs in the most professional and efficient way."

Our core values are:

- Think safe, act safe, home safe
- Outstanding service and value to the customer (internal & external) above all else
- Respect & trust for each other
- To look beyond the obvious - creativity, innovation & continuous improvement
- Having fun

Code of Conduct

All Daifuku Oceania employees are expected to behave and conduct themselves ethically, professionally and consistently with the company values, building and fostering a culture in which diversity is valued and providing a workplace that is free from discrimination, harassment, bullying, threats and intimidation. This promotes a safe and positive work environment, fosters productive working relationships and assists the Company to achieve its strategic and operational objectives.

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Human Rights Policy

All Daifuku Oceania employees, suppliers and business partners are expected to comply with this policy. Daifuku Oceania will conduct business in a way that respects the rights and dignity of people, and avoids complicity in human rights abuses, while complying with legal and regulatory requirements, which incorporate the protection of human rights. These include employment laws, covering areas such as discrimination, harassment – including sexual harassment, workplace bullying and victimization and occupational health and safety.

Harassment Policy

Daifuku Oceania is committed to providing a work environment that is free from any form of harassment; where all people are treated with respect and dignity, and can contribute and participate to their full potential. All Daifuku Oceania employees, suppliers and business partners are expected to comply with this policy.

Recruitment Policy

Daifuku Oceania is committed to a fair and equitable recruitment process that is transparent, effective and efficient, ensuring that the best candidate is selected for every role. Suitability for a position will be based on (among other criteria), a candidate’s ability to perform the role and fit with the organisation and its values.

Whistleblowing Policy

We encourage all of our employees, clients and other business partners to report any concerns related to the direct activities, or the supply chains of, Daifuku Oceania. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing policy is created to make it easy for employees to make disclosures, without fear of retaliation.

RELEVANT PROCESSES

Supplier Management Strategy

Daifuku Oceania conducts its procurement practices in a fair and transparent manner. It ensures Suppliers are dealt fairly and transparently.

We avoid dealing with contractors and suppliers known or reasonably suspected to be in breach of Modern Slavery Act.

To ensure that we undertake due diligence when considering taking on new suppliers, and review our existing suppliers on a periodic basis:

- Mapping the supply chain to assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human tracking risks of each new supplier and existing suppliers.
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified.

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- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.
- In addition, we are investigating the development of a reporting capability to the supplier database which will allow us to filter suppliers flagged as high risk, and undertake annual checks in a more efficient way.

Raising awareness of employees in Modern Slavery

As well as training relevant employees, we have raised the awareness of modern slavery issues by circulating information to all employees.

The information has outlined the basic principles of the Modern Slavery Act 2015 and Commonwealth Modern Slavery Act 2018.

Daifuku Oceania Whistleblowing Policy outlines what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.

External help is also available through the counselling services provided to all employees.

Management Monitoring and Review

Senior Management of Daifuku Oceania monitors periodically compliance and effectiveness of this policy and implement improvements as appropriate.

MARCH 2021 UPDATE

This is the first Modern Slavery Act Statement issued by Daifuku Oceania and relates to the 2020 Financial Year.

During 2020 Financial Year, Daifuku Oceania has had:

1. Employment in 2020

Regardless the employment location, all Daifuku Oceania workers, including those hired by recruiters, are provided with full and accurate work agreements/papers in a language they can understand, prior to any relocation necessary for the purposes of performing work.

As standard process, new employees are required to provide a copy of their passport/visa etc, to show their rights to work. Although it is not required to gain proof of age, that it is included in the documents already provided, for rights to work.

During 2020, Daifuku Oceania hired 83 new employees.

- New Zealand: 29
- Australia: 21
- Japan: 22
- Malaysia: 4
- Canada: 4
- France: 2
- Dubai: 1

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2. Raised awareness of employees in Modern Slavery

- We raised awareness on Modern Slavery Act 2015 using regular Company updates informing about the Human Rights and the Whistleblower Policies to all employees.
- Human Rights Policy and Whistleblower Policies were added to the Induction Training Package that all employees are required to do.
 - Human Rights Policy was published in February 2020
 - Whistleblower Policy was published in March 2020.

3. Embedded Modern Slavery due diligence into Supplier Management

- In 2020 Daifuku Oceania has been focused on mitigating the risk of slavery and human trafficking in our supply chain.
- Due diligence process was undertaken with each new or existing Tier 1, Tier 2 or Tier 3 suppliers. This due diligence checks includes:
 - Mapping the supply chain geographically to assess risks of non-compliance with modern slavery act.
 - Signed declaration of suppliers accepting compliance with the Daifuku Oceania Human Rights Policy
 - Conducting supplier audits or assessments to verify compliance
- 42 Key suppliers have been assessed following the above processes. These Suppliers are based in Malaysia (18), Singapore (2), Thailand (2), China (2), Australia (11), New Zealand (7).

2020 STATEMENT APPROVAL

We have not identified any Modern Slavery high-risk concerns in 2020 affecting our business.

As an international business, we recognise that modern slavery and human tracking are significant global issues that present challenges for businesses around the world. We are committed to continually improving our practices to combat modern slavery and human tracking within our supply chains.

We have a zero tolerance approach to these issues and act with integrity in all of our business arrangements.

This Statement for Daifuku Oceania Ltd is approved by the Board of Directors of Daifuku Oceania Ltd as the holding company of the related companies covered by this statement on 9 August 2021



Bradley Michael Jackson

CEO of Daifuku Oceania

9 August 2021

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