



**Joint Modern Slavery Statement  
Manitou Australia Pty Ltd & Liftrite Hire and  
Sales Pty Ltd**

**2026**

# MANITOU AUSTRALIA PTY LTD (ABN 42114388591) & LIFTRITE HIRE & SALES PTY LTD (ABN 52009063003)

## Disclosure Notation

This Joint Modern Slavery Statement is prepared by Manitou Australia Pty Ltd. (MAU) and Liftrite Hire & Sales Pty Ltd. (LR) for the year ended 31 December 2025. Both Companies are reporting entities under the Modern Slavery Act 2018 (Cth) (Modern Slavery Act). Unless otherwise stated any reference to “the Company”, “we”, or “our” refers to both Manitou Australia Pty Ltd. (MAU) and Liftrite Hire & Sales Pty Ltd. (LR)

Both MAU and LR provide construction, farming, and industry clients with quality machinery, parts, after-sales support and rental. Companies that provide us with imported goods include; the primary supplier, Manitou Group, and Kobelco Construction Machinery Australia.

## Introduction

This statement, pursuant to the Australian Modern Slavery Act 2018 (“the Act”) and covers the supply chain and business operations of Manitou Australia Pty Ltd (MAU) and Liftrite Hire & Sales Pty Ltd (LR) as part of the Manitou Group.

Managing the risk of modern slavery and human rights is underpinned by our policies and standards. The overarching framework that supports our rules and principles of the Manitou Group;

## Code of Ethics

Manitou Group has adopted a Code of Ethics to express its ethical principles publicly. Deployed at all levels of its organization and in all of its business activities, it was conceived as a frame of reference for Manitou Group to conduct both its internal and external business activities with integrity, responsibility, and in a socially responsible manner.

### Code of Ethics

## Anti-bribery measures

Manitou Group pays particular attention to compliance with current legislation and the actions required to comply with and adapt its activities to new regulations as well as national and international standards. Thus Manitou Group has organized itself to adapt its practices and procedures to comply with the French law related to transparency, the fight against corruption, and modernization of economic life (article 17 of the law 2016-1601, known as law Sapin) dated December 9, 2016.

Manitou Group has set up a compliance department.

Among the measures that have been implemented:

- A corruption risk mapping
- An anti-corruption code of conduct endorsed by all controlled entities
- The assessment of the integrity of third-party customers, suppliers, and intermediaries and the implementation of a sustainable monitoring system
- The reinforcement of accounting controls on risky expenditures
- Online and face-to-face training for group employees
- An internal and external alert system hosted by an independent service provider
- A list of disciplinary sanctions for violation of the anti-corruption code of conduct
- A specific cycle of the internal control questionnaire dedicated to anticorruption
- Specific procedures and policies on various related topics: a gift and hospitality policy, a conflict of interest management policy, a lobbying policy, an agent procedure, an ethics committee charter, and an alert procedure.

## Code of Conduct for the Manitou Group Employees

### The whistleblowing system

In addition to the usual existing channels, Manitou Group has set up an outsourced alert system that allows employees and external actors to report, within the limits of what is authorized by law, any violation of the thirteen (13) categories of ethical violations that can be reported:

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- Anticompetitive practices
- Attack on the safety of employees or the workplace
- Computer fraud
- Conflicts of interest
- Corruption (Active or passive Influence peddling)
- Damage to the health or safety of employees at work and damage to the environment
- Discrimination
- Falsification and/or destruction of accounting and financial documents
- Fraud and misuse
- Insider trading
- Psychological or sexual harassment
- Violation of human rights
- Violations of the governance rules of Manitou Group

This system, which offers confidentiality and anonymity (when permitted by law), is available 7 days a week, 24 hours a day, all year long.

Manitou Group guarantees the protection of the whistleblower when the report is made in good faith. The whistleblowing system is available online from Manitou Group intranet as well from its corporate website

### Report an alert

### Charter of good practices governing the relationships between large customers and SMEs

Charter of the "10 Commitments for Responsible Purchasing":

1. Ensure financial fairness to the suppliers
2. Foster the collaboration between major customers and strategic suppliers
3. Reduce the risks of reciprocal dependencies between the customers and suppliers
4. Involve the large customers in their sector
5. Evaluate the total cost of the purchase
6. Integrate environmental issues
7. Ensure the territorial responsibility of its company
8. Purchases: a function and a process
9. A Purchasing function responsible for the overall management of the supplier relationship
10. Set a consistent purchaser remuneration policy

### Joining the United Nations Global Compact

Since 2015, Manitou Group has been a signatory to the United Nations Global Compact. Initiated by the UN, the initiative seeks to integrate ten universally recognized principles relating to human rights, working conditions, the environment, and the fight against corruption into the company's strategy and activities.

## United Nations Global Compact

Both MAU & LR are committed under this framework to improving our practices to combat slavery and human trafficking.

### Organizational structure

Manitou BF wholly owns MAU and LR. Manitou BF is a French group of companies that is quoted on the French stock market. The Company (Manitou BF) is involved in the designing, manufacturing, selling, marketing, distribution, servicing, and renting of a range of materials handling equipment through a Dealer Network. Between MAU and LR we have approximately 90 employees and operate in Australia and New Zealand.

### Our business

The business of Manitou Australia Pty Ltd concerns selling, distributing, and servicing a wide range of materials handling equipment. The equipment we provide varies but is mainly relevant to the construction and agricultural industry. Most of the machinery we provide is used for lifting and moving large loads.

In addition to the machinery, we support our dealer network to provide maintenance services to clients whereby we will attempt to fix their broken machinery in the event of a breakdown.

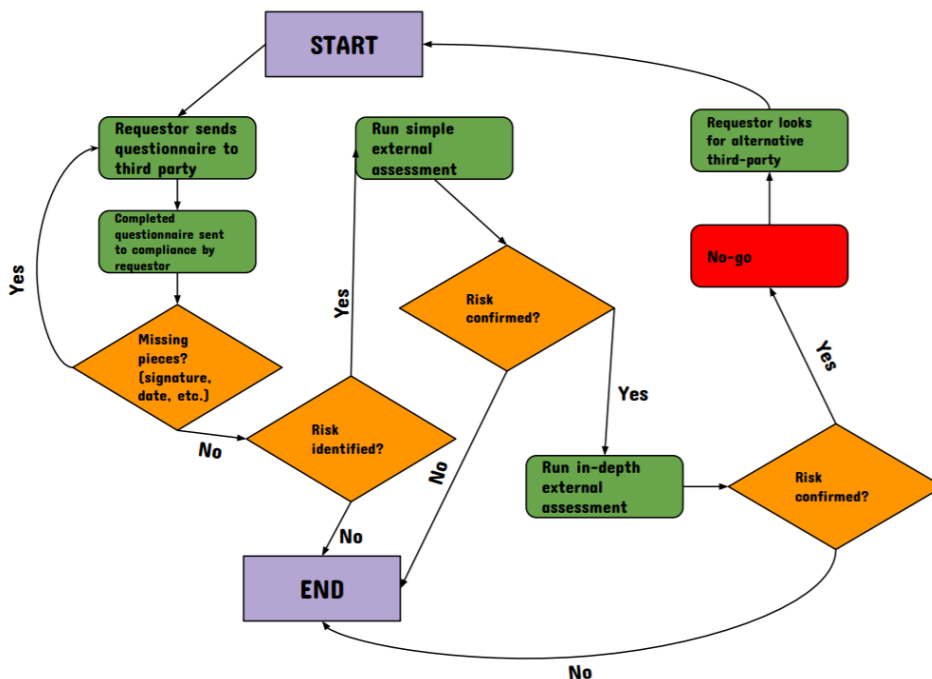
In the business, we are involved with several third parties but mainly the manufacturers that produce the machinery and our customers. MAU also trades under Manitou Center Sydney which along with the business of Liftrite Hire & Sales Pty Ltd concerns selling, servicing, and renting a wide range of materials handling equipment. The equipment we provide varies but is mainly relevant to the construction and agricultural industry. Most of the machinery we provide is used for lifting and moving large loads.

In the business, we are involved with several third parties but mainly the manufacturers that produce the machinery and our customers.

### Our supply chains

Both Manitou Australia Pty Ltd and Liftrite Hire & Sales Pty Ltd select their suppliers with the expectation that they are in compliance with all applicable laws and respect the human rights of all people. The use of a due diligence process is used to validate this commitment from our supply chain.

Third parties due diligence simplified workflow :



Our supply chains include Parent company manufacturing, other OEM, IT, Telecom and Admin services, contractors, and transport haulers are also supplied access to the Manitou Group **Code of Ethics**.

### **Due diligence processes for slavery and human trafficking**

The company employee handbook protects whistleblowers who try to assert their legal rights or bring to the attention of the management team any breaches of our policies. This is to encourage individuals to come forward if they feel that the Company is not living up to its ethical or social responsibilities.

Going forward, our HR Manager will regularly review and update the policy as necessary and deal with any concerns from employees or third parties dealing with the business under this policy.

### **Training**

All employees and management receive training on the Manitou Group Code of Ethics and all documentation concerning our code of conduct and are expected to respect the basic human rights of all people.

#### Compliance training policy

Following international laws regarding the fight against corruption, antitrust and anti-competitive practices, Manitou Group has implemented a global employee training program in line with local needs and group standards (i.e regarding France it refers to article 17 of the French Law No. 2016-1 691 dated December 9th, 2016 also called «Sapin II » law).

Several training courses are deployed for employees' positions.

The fundamental objective of this training program is to ensure that each Manitou employee is fully aware of the applicable laws and regulations and avoids violation by ignorance. It also allows employees to be vigilant about regulation breaches that they may witness.

All those who are required to complete compliance training may be mandated to attest that they have received the training and understand its contents. The maximum delay to complete the course is 3 months upon arrival.

### **Our effectiveness in combating slavery and human trafficking**

We intend to use the following criteria to measure how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains:

- Whistleblowing. The number of reported breaches in the past year.
- Training. The number or percentage of staff trained.
- Remedial action. The instances of remedial action being needed.

We will monitor and assess how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains.

Approval of this Joint Modern Statement has been given by the Board(s) of MAU and LR.



Stuart Walker  
Managing Director  
Manitou Australia Pty Ltd  
Date: 11th March 2026