

# Panasonic

Modern Slavery Statement 2025

Panasonic Australia Pty Ltd

*Reporting Period: 1 April 2024 – 31 March 2025*

## 1. Identify the Reporting Entity

This Modern Slavery Statement (“Statement”) is prepared for Panasonic Australia Pty Ltd (ABN 83 001 592 187) (“PAU”) and is provided pursuant to section 13 of the Modern Slavery Act 2018 (Cth) (the ‘Act’). The Statement will address each of the mandatory criteria as set out in section 16 of the Act.

PAU is a subsidiary of the global electronics manufacturer, Panasonic Holdings Corporation which has its headquarters in Japan. Unless specified, references in the statement to “**Panasonic**”, “**our**”, “**us**”, “**we**” and “**Group**” refer to Panasonic Holdings Corporation (PAU’s ultimate parent company) and its subsidiaries.

This Statement sets out the steps we have taken to identify, address and mitigate the risks of modern slavery in our operations and supply chain for the financial year from 1 April 2024 until 31 March 2025 (the “Reporting Period”).

PAU’s assessment of modern slavery risks in its operations and supply chain risk falls within the Panasonic Corporate and Social Responsibility (“CSR”) risk management framework which is overseen by Panasonic. For this purpose CSR Guidelines have been prepared in English, Japanese and Chinese to distribute to our suppliers.

Panasonic is committed to pursuing human rights due diligence to identify, prevent and mitigate and address any adverse human rights impacts related to our business activities, products, services and transactions. We also seek our suppliers, customers or business partners to understand and implement our human rights and labour compliance policies. To this end, the Panasonic Human Rights and Labour Policy (“Human Rights and Labour Policy”) has been adopted and applied across all global operations.

## 2. Our Structure, Operations and Supply Chain

### 2.1. Our Structure

PAU is an Australian proprietary company limited by shares. It has approximately 158 employees and its registered office is in Macquarie Park, New South Wales, Australia 2113. There are sales operations located in Western Australia, South Australia, Victoria and Queensland.

In terms of its corporate structure, its immediate ownership is controlled by Panasonic Asia Pacific Pte Ltd which is a registered company in Singapore. The ultimate parent company of PAU is Panasonic Holdings Corporation which has its head office in Japan.

PAU does not own or control other entities within the meaning of the Act. Being part of the Panasonic Group, PAU operates under the global Panasonic policies.

### 2.2 Our Operations

In order to understand the specific operations of PAU, it is important to firstly acknowledge that PAU is part of the broader and wider Panasonic Group.

The Panasonic Group business is very diverse and covers different areas amongst consumer electronics, housing, automotive and business solutions. The Panasonic Group key operational business based product companies consist of Living Appliances and Solutions Company (e.g, kitchen

appliances, beauty and personal care, laundry systems), Heating and Ventilation Air Conditioning Company (e.g, heating and cooling systems etc), Entertainment and Communications Company (eg audio visual products, imaging and telephones) Connect Company (e.g, in flight entertainment, media entertainment, mobile computer/tablets and supply chain management software), Industry Company (e.g, industrial devices, electromechanical control devices, electronic materials etc.) and Energy Company (in vehicle batteries, industrial and consumer batteries).

At the local level in Australia, PAU acts as a distributor of Panasonic branded electronic products to the consumer and business markets. Panasonic does not manufacture any electronic products in Australia.

Our core business in Australia is split between consumer orientated products acquired mainly from Living Appliances and Solutions, Entertainment and Communication, HVAC and business products from Connect. Our consumer products are sold predominantly through a range of retail partners. Our business products are mainly sold through professional value added channels and distributors.

## **2.3 Our Supply Chains**

### *2.3.1 Supply Chains for Products*

PAU acquires all of its Panasonic branded products from Panasonic Group operating companies who form part of the supply chain. The supply chain is broadly defined from the sourcing of raw materials, to the design, engineering, manufacturing, and recycling of products, to logistics, sales and support functions including customer services and technical support services.

Panasonic's global supply chain is highly complex and comprised of approximately 13,000 suppliers world wide. Our Panasonic Group operating companies acquire raw materials, components and parts to produce the Panasonic branded products from suppliers located throughout the world. These suppliers are predominantly located (approximately 94%) in Japan, China, the Asean and India regions.

The parts and materials that are acquired from suppliers are broken down by transaction as follows (i) 23% raw materials, (ii) 53% machined parts, (iii) 22% electrical and electronic parts and (iv) 2% others.

Panasonic promotes activities within its global supply partners across the entire supply chain to fulfil its CSR objectives. The objective is to promote procurement activities together with suppliers that fulfil their social responsibilities, such as human rights, labour, safety and health and global environmental conservation.

PAU imports almost all of its products to sell in Australia, mainly in the finished goods form, from Panasonic Group companies. PAU also acquires spare parts from Panasonic Group companies, in order to meet its obligations to provide warranty support and services in Australia.

### *2.3.2 Supply Chains within Australia*

PAU's up stream supply chain includes all of those activities that are involved in the manufacturing and supply of all products to the transportation of those products to Australia.

PAU's downstream supply chain includes the following key activities:

- Logistics services (warehousing and transportation of products);
- Sales and marketing (advertising, promotions, merchandising, public relations etc);

- Customer Service and Call Centre services;
- Legal, Audit and Insurance services; and
- Information Technology infrastructure and acquisition of IT hardware and software.

Most of the suppliers for the above operations are located in Australia except for the following.

- a. For Marketing and Information Technology, some back end support services are also provided by Panasonic Group companies or by global affiliated companies in Europe, Malaysia, Singapore and Japan, and
- b. The Call Centre is operated in the Philippines by a local Australian supplier.

### **3. Describe the Risks of Modern Slavery Practices in the Supply Chains of the Reporting Entity and any Entity the Reporting Entity Owns or Controls**

PAU has assessed the risks using the modern slavery risk indicators set out in the Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities (“Commonwealth Guidance”).

Panasonic recognizes the need to identify human rights issues across its business activities, including its value chain and continues to review the impacts and address priority issues. Panasonic operates in a wide range of business areas globally and as a result there are extensive supply chains in some businesses. The types and anticipated severity of human rights risks are varied.

During the year we established a system for each Panasonic operating company to proactively promote human rights due diligence. We strive to prevent and mitigate human rights risks in collaboration with each operating company and regional procurement departments with the support of the Global Procurement Division engaging in responsible supply chains.

During the year each operating company conducted a review to identify and assess human rights risks by using the following process:

- a. Identifying human rights risks referring to international norms and guidelines and by taking into account the characteristics of its business, the countries and regions where it operates.
- b. Conducting interviews with relevant departmental personnel to identify human rights issues and efforts to reduce risks, and
- c. Consolidating the human rights issues identified by each operating company.

From this study we identified that forced labour and occupational health and safety are salient human rights issues within the Group. Moving forward we will take steps to address the identified areas without our value chain and where adverse human rights impacts are the largest. We will strive to prevent, mitigate and remedy the identified areas as promptly as possible.

Panasonic has implemented a number of global policies and procedures within its CSR framework to ensure that Panasonic promotes activities with suppliers that address human rights, labour, safety and health in order to comply with laws and regulations, international standards and corporate ethics. In 2022 we established the “Rules of Supply Chain Compliance” to promote CSR in the supply chain. We have also issued the Panasonic Supply Chain CSR Promotion Guidelines (“CSR Guidelines”) for suppliers to promote collaboration and responsible procurement.

In Australia, PAU has conducted a review of its existing suppliers in order to ascertain the risks of modern slavery existing within its local supply chains and operations. Overall there is a likely low level risk of modern slavery occurring within the local supply chain within Australia.

## 4. Actions taken to Assess and Address Modern Slavery and Human Trafficking Risks, Including Due Diligence and Remediation Processes

### 4.1 A Global Approach

Panasonic adopts a global approach to the assessment of and attending to modern slavery risks. As PAU is a company within the Panasonic Group, PAU complies with the applicable Panasonic global policies and processes. This Statement addresses the actions taken to assess and address modern slavery at a global level as well as locally.

- a. **Panasonic Group Code of Conduct.** Panasonic commitment to human rights is set out in the Panasonic Group Code of Ethics and Compliance (the “Code”). The Code, translated into 22 languages, defines the commitments that all Group employees must fulfil and positions respect for human rights as the Groups social responsibility. Panasonic continues to conduct training on an annual basis across its approximately 208,000 employee workforce.
- b. **Respect for Human Rights.** The Human Rights and Labour Policy (the “HRL Policy”) is predicated on compliance with international standards set by the United Nations and Internal Labour Organisation (ILO) and the applicable laws in each country where we do business. The HRL Policy includes our commitment to respecting internationally recognized human rights, to identify, prevent and correct risks related to human rights, to promote remedies to people affected by those risks and to create working environments where people are fulfilled by their work and ways in which we use dialogue related to these topics with our stake holders.

Panasonic’s HRL Policy is predicated on the main international standards which include:

- (i) The United Nations Guiding Principles on Business and Human Rights.
- (ii) The United Nations International Bill of Human Rights (Universal Declaration of Rights, International Covenant on Civil and Political Rights and International Convention on Economic, Social and Cultural Rights), and
- (iii) ILO Declaration on Fundamental Principles and Rights of Work.

Panasonic’s HRL Policy includes a clear prohibition and expectation to work towards the effective eradication of child labour and the prohibition of all forms of forced labour. When we hire employees, in addition to complying with all applicable laws, we also require that personnel hiring firms, suppliers and other companies we work with to do the same. We also ask our suppliers to take steps to prevent forced labour and eradicate child labour through the promotion and use of the CSR Guidelines.

During the reporting period, the following training was conducted within Panasonic to emphasise our commitment to human rights and prevent issues arising from conducting due diligence:

- a. A total of 33 human rights promotion leaders appointed by operating companies received training on human rights and due diligence – this training included lectures, case studies and the use of external experts to provide practical knowledge, skills and a deeper

understanding on how to identify, and assess human rights risks and take risk mitigation measures.

- b. Specific training tailored to regions and themes to prevent issues identified through human rights due diligence.
- c. Human rights risk associated with the recruitment process for foreign migrant workers to Managing Directors (“MD’s”) from all Group companies in Thailand and Taiwan – total of 10 MDs in Taiwan and 13 MDs from Thailand).
- d. Workshops on forced labour and human rights of foreign migrant workers for all department heads in Thailand companies – a total of 87 people.

Panasonic aims to conduct in-person training across the Group on preventing forced labour at all sites that employ migrant workers. In 2025, training was conducted at 13 companies and sites which represents 40.6% of the 32 total companies and sites.

#### **4.2 Due Diligence Including Identifying and Assessing Potential Human Rights Impacts**

The Group is committed to respecting the human rights of the stakeholders in its business activities based upon the United Nations’ Guiding Principles for Human Rights, referring to the OECD Due Diligence Guidance for Responsible Business Conduct. We conduct human rights due diligence to identify, prevent and mitigate any adverse impact our operations could have on human rights, correct issues that may arise and explain the results of our actions to relevant stakeholders.

Panasonic has established and shared the CSR Guidelines with its suppliers to clearly convey the requirements that are expected to be implemented and enters into contracts that obligates suppliers to comply with the CSR Guidelines. The CSR Guidelines specify the prohibition on forced labour or child labour, appropriate working hours, decent wages, humane treatment, elimination of discrimination, freedom of information and occupational health and safety expectations and rules for facilities.

We require suppliers to affirm the Panasonic Group Code of Ethics and Compliance and the Panasonic HRL Policy and at the start of the transactions with suppliers for manufacturing of Panasonic products, we make it mandatory to conclude a Master Global Purchasing Agreement that stipulates compliance with the CSR Guidelines. We aim to ensure that all suppliers make commitments without exception, so we began asking suppliers to submit compliance agreements after revising the CSR Guidelines in December 2022. As of now, over 90% of our suppliers have submitted their agreements.

Since April 2022, Panasonic has been working on initiatives to build a structure for human rights due diligence. While incorporating guidance from outside experts, Panasonic has completed a table to assess human rights risks for its suppliers by using risk indicators and indices provided by international organisations in order to identify suppliers for which actions should be taken on a priority basis. The table includes assessments across management systems, labour policies and practices and workplace health and safety.

### **4.3 Supply Chain Assessments and Audits**

#### **4.3.1 CSR Assessments**

To promote human rights and due diligence and other aspects of CSR throughout the supply chain, the Group requires its suppliers to conduct CSR Self Assessments. The CSR Self Assessments are structured based upon the CSR Guidelines and we require that all new suppliers conduct the assessments before commencing business transactions with them. We also require existing suppliers to conduct re assessments regularly. All assessments are collected using a web based questionnaire which improves efficiency and accuracy.

As of 31 March 2025, there were more than 12,300 supplier assessments (which represents 98% of total suppliers) completed.

After identifying issues, particularly those identified as priority management items in the CSR Self Assessments, such as labour conditions for migrant workers, further visits are undertaken of suppliers to check on site conditions, hold interviews and investigate issues if necessary and work will then be undertaken to correct them.

Each operating company narrowed down the audit targets from amongst the identified suppliers based upon the aforementioned risk approach and conducted supplier audits using specific supplier audit plans. Since 2024, there have been 271 suppliers (22 of which were audited by third party organisations).

Training sessions were also held for Panasonic procurement team members who will be responsible for CSR implementation with suppliers across the globe in parts of Europe, the USA, China, Japan and other Asian countries. This training also includes how to audit suppliers. During the prior 2025 year a total of 270 people undertook training across 13 countries.

In Malaysia during the reporting period, we expanded the Responsible Employment Project in Malaysia (which applies to Group manufacturing companies) to manufacturing contractors and service providers. We added requirements for compliance with respect to human rights to contracts with them and conducted training on international norms pertaining to forced labour, relevant local laws and regulations and the Groups Human Rights and Labour Policy.

#### **4.3.2 Internal Assessment of Group Manufacturing Site Risks**

In the fiscal year 2024, we conducted internal self assessments at all Group manufacturing companies and sites in Japan and overseas. A total of 202 responses were collected. As a result we identified 96 issues related to forced labour, child labour, young workers, discrimination and occupational health and safety; the areas we have designated as a priority at 30 companies and sites. All of the companies and sites addressed those issues following improvement plans and completed all corrective actions by 31 March 2025.

At the local level, PAU continues to monitor its key suppliers and ensures that its key suppliers sign agreements which provisions which cover modern slavery compliance. There are no issues identified with Australian suppliers.

#### **4.3.3 Responsible Recruitment and Employment at Manufacturing Sites**

We recognise that migrant workers who cross national and regional borders to work at our manufacturing sites and in our supply chain are particularly vulnerable. The Panasonic Group also

employees foreign migrant workers who work across countries. Our Group companies in Malaysia, which have the highest number of foreign migrant workers in the Group formulated the Policy on Responsible Recruitment and employment of Foreign Migrant Workers in April 2020 and standard operating procedures in September 2021. Some specifics of the policy includes:

- a. prohibiting companies from retaining personal documents such as passports;
- b. prohibiting foreign migrant workers from bearing recruitment fees and related costs; and
- c. notifying foreign migrant workers of basic employment terms in a language they understand before leaving their country of origin.

In the reporting period, with the cooperation of the International Organisation for Migration (“IOM”), we interviewed 770 foreign migrant workers at the Group manufacturing sites in Malaysia to assess the actual implementation of the policy and its standard operating procedures. As a result, we identified issues such as insufficient rules enforcement in the internal recruitment and employment process and low awareness of the grievance mechanism for foreign migrant workers. To respond to these issues and incorporate changes which comply with changes in local laws, the policy and procedures were revised in April 2025 with the guidance of IOM. Additionally, 1,700 foreign migrant workers at the manufacturing sites were provided with training on their rights under employment contracts, internal work rules, operational safety measures and the grievance mechanism and managers of those workers with training on discrimination and harassment.

We also recognize human rights risks in the recruitment and placement processes for foreign migrant workers and have begun establishing a due diligence framework for recruitment agencies.

For countries and regions with potential risks, we leverage the experience from Malaysia to raise awareness amongst other manufacturing companies in the Group as well as interview them about their initiatives to provide advice on and monitor the status of corrective measures.

#### **4.3.4 Responsible Minerals Procurement**

Panasonic recognizes that the procurement of certain miners carries a risk of funding organisations in conflict affected areas and risks related to human rights abuses, child labour at mining sites, harsh working conditions and corruption in high risk areas. This is matter of grave concern and so Panasonic is engaged in the responsible procurement of minerals in its global supply chain. To this end it is necessary that Panasonic works with and in partnership with a wide range of stakeholders including national governments, companies and NPO’s that are working towards creating sound minerals supply chains.

Panasonic uses industry wide survey forms to conduct regular surveys of mineral suppliers. In the reporting period, we collected responses from 1,470 of 1,508 suppliers that were asked to conduct Conflict Minerals Reporting Template (CMRT) surveys and 1,534 of 1,581 suppliers that were asked to conduct Extended Mineral Reporting Template (EMRT) surveys. Based upon the data collected from the survey forms, a risk analysis and assessment was concluded and further information was requested from suppliers, where necessary, according to the risks identified.

#### **4.4 Addressing Issues and Findings**

When issues are found in the course of CSR self assessments, Panasonic works with suppliers to make improvements using a variety of different methods. This includes attending the suppliers actual facilities for confirmation, hearings and observations.

Panasonic considers terminating contracts in cases where critical items in the CSR Guidelines such as issues with legal violations or prohibitions against child labour and forced labour cannot be remedied. Panasonic also continues to educate and provide its suppliers with guidance to solve minor issues in order to comply with the CSR Guidelines.

Where we find human rights violations in downstream mineral suppliers in our supply chain, we also ask our suppliers to take steps towards no longer using them and changing their source.

Panasonic places significant emphasis on addressing high priority matters and putting in place improvement programs with effective timelines.

In the reporting period, there was an identified actual adverse impact in our supply chain in Malaysia involving products sold in Australia. One of the suppliers in Malaysia faced accusations of forced labour. The supplier was requested to implement corrective actions and we monitored their progress as well as providing guidance throughout the process. We also offered business support to the supplier, including making advance payments to cover outstanding payables and supplying necessary materials for the supplier's production at no charge so that they could continue operations while addressing the corrective actions. As a result of our efforts, confirmed human rights violations such as the withholding of passports, were rectified. However, we determined that further remediation of workers rights violations and the mitigation of other risks needed to be managed more effectively. Following discussions with relevant stakeholders and other customers of the supplier, we decided to contribute to the remediation process by reimbursing workers for recruitment fees they reported paying. We continue to identify the individual affected workers despite the challenging circumstances and payments to those affected workers are being made.

We further found in our operations in Malaysia identified cases where foreign migrant workers were charged fees for work permits/visa applications. After conducting the investigation, it was found that the allegations were justified. As a result, we have decided to reimburse the affected workers for the amounts that they reported paying, including adjustments for inflation and potential loss opportunities. Payments to the identified workers are now finalized.

We arranged for a third party audit at a Group manufacturing company in Taiwan to identify human rights risks for foreign workers. We implemented corrective actions to address the identified issues, including revising provisions in employment contracts that were insufficient, improving living conditions and hygiene and conducted training to reinforce the operation of grievance mechanisms.

#### **4.5 Integration of Findings Across the Panasonic Group and Action Taking**

Panasonic has also established a group wide framework to foster cooperation in promoting responsible procurement among all Group operating companies and regional procurement divisions.

Each of the operation companies, their business divisions, or other relevant business units within the Group are responsible for applying the Plan, Do, Check, Action (PDCA) cycle to their practice of responsible procurement by following the Groups internal rules, standards, manuals and policies.

The Global Procurement Division of Panasonic fills the role of providing Group wide measures and support to all Group companies. Regular group wide meetings are held by the heads of the procurement to discuss issues and promote compliance.

#### **4.6 Grievance Mechanism and Remediation**

Panasonic has established its “Global Hotline EARS” that anyone, including all Group employees as well as suppliers, can use to anonymously report any violation or suspected violation of laws and regulations, agreements with suppliers, Panasonic Group Code of Ethics & Compliance, or other material matters in the Groups supply chain.

In addition to the Panasonic Global Hotline EARS, Panasonic offers access to JaCER, an industry wide grievance platform established by the CSR Committee of the Japan Electronics and Information Technologies Industries Association (JEITA). JaCER is a contact point for any suppliers and their employees to report any adverse human rights impacts on the Panasonic global supply chain. By accepting grievances through third party contact, we aim to make grievance handling fairer and transparent, promote dialogue and redress more than ever before and work to resolve human rights issues.

By utilizing such methods, we have conducted audits using a third party organisation on human rights issues which have been raised at suppliers that we received through the hotline. As a result, we have witnessed suppliers taking corrective actions.

## **5. How Panasonic Assesses the Effectiveness of its Actions to Address Modern Slavery**

Globally Panasonic conducts the assessment of its suppliers in accordance with the Supply Chain CSR Promotion Guidelines and promotes labour rights and the principles contained in the United Nations Guiding Principles on Business and Human Rights.

Panasonic tracks and reports on the overall strategies, policies and outcomes and publishes this in the annual Sustainability Report 2025 (the “2025 Report”). For the detailed 2025 Report see <https://holdings.panasonic/global/corporate/sustainability/pdf/sdb2025e.pdf>.

## **6. Our Consultation Process**

As PAU does not own or control any other entities, consultation with other reporting entities within the meaning of the Act is not relevant as this is not a joint Statement.

## **7. Other Relevant Information**

Panasonic has entered into a strategic global partnership with the United Nations International Organisation for Migration (IOM) – a specialized UN agency with a proven track record of assisting in the responsible recruitment and employment of foreign workers in Malaysia – to improve the rights of migrant workers in the supply chain. Panasonic has used IOM during the reporting period to assist with the investigation of human rights issues in Malaysia.

Panasonic is a member of the Responsible Business Alliance (“RBA”) and promotes responsible business conduct. Panasonic also participates in the Sustainable Procurement Partnership Initiative Task Force under the Responsible Supply Chain Working Group of the Japan Electronics and Information Technology Industries Association (JEITA) CSR Committee, promoting human rights due diligence through out the industry’s supply chain , including our suppliers.

The Panasonic Group continues to build and strengthen by various initiatives a highly reliable management system to address human rights issues and modern slavery through a number of varied efforts.

## 8. Approval of Statement

This Statement summarises the actions taken by Panasonic Australia Pty Ltd, the reporting entity, and has been reviewed and approved by the Board of the reporting entity on 31 December 2025 in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth).



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Michael O'Donnell

Director