

## Company Disclosure under Australian Commonwealth Modern Slavery Act 2018

SLAVERY AND HUMAN TRAFFICKING STATEMENT – 31 December 2020

This statement has been published in accordance with the Modern Slavery Act 2018. Our statement demonstrates our measures and methodology to preventing Modern Slavery and Human Trafficking throughout our business and supply chain.

Olympus Australia Pty Ltd recognises that slavery and human trafficking can occur in many forms, such as forced labour, domestic servitude, sex trafficking, and workplace abuse. These actions are an abhorrent criminal activity which is not isolated to individual business areas or countries. It is a global issue which affects all sectors with over 40 million people subjected to modern slavery and over 24.9 million subjected to forced labour<sup>1</sup>.

Olympus Australia is committed to maintaining and improving its systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products.

### Our Company

Olympus Australia is one of the Australia's leading distributors of optical products employing over 400 individuals. We provide an extensive range of products for use in a variety of different sectors. Our overall aim is to continue to produce sophisticated and effective products for use in the medical, industrial and consumer sectors.

As a market leader in the medical device industry, we are devoted to supporting Public and private health institutions throughout Australia. It is critical to Olympus Australia that we continuously develop and improve upon our products and consistently provide medical devices which have a positive effect to patient care.

### Organisation and Supply Chain Structure

Olympus Australia has over 140 suppliers who provide fundamental support to our organisation,

A significant amount of our suppliers originate from the Japan, Europe, the United Kingdom, Australia and Vietnam and are all subjected to a stringent procurement and due diligence processes, prior to being contracted by our company. Any indication or tolerance towards activities in contrary to the Modern Slavery Act 2018 will result in a re-evaluation by Olympus Australia which can result in a termination of the relationship.

Our Global Suppliers are requested to complete a web-based survey annually "Olympus Group Request to Suppliers." <sup>2</sup>

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<sup>1</sup> <https://www.ilo.org/global/topics/forced-labour/lang-en/index.htm>

<sup>2</sup> [https://www.olympus-global.com/csr/procurement/pdf/procurement\\_request.pdf](https://www.olympus-global.com/csr/procurement/pdf/procurement_request.pdf)

## Due Diligence and Third Party Management

As a company, we firmly believe that by understanding and acknowledging our customers and suppliers past and present activities, we put ourselves in a greater position to actively avoid engaging with third parties whose actions breach of human rights.

We conduct thorough due diligence checks on all of supplier and third parties before the commencement of any business relationship. Our Finance and Compliance Departments conduct initial screening of all locally based third parties of any activity in contrary to domestic or international legislation and our global entities conduct screening for our global suppliers.

A higher level of scrutiny is applied to businesses operating within countries with a history of noncompliant activities and export control sanctions. Alongside this, we monitor and understand the possibility of non-compliance through resale with the following categories of third parties always subject to higher levels of due diligence investigations.

### Types of Business Partners

- Distributors
- Wholesalers
- Agents (as a reseller)
- Contractors
- Medical Leasing Companies
- Wholesaler

We continue to improve upon our existing rules and controls by performing routine internal monitoring and audits of all of our third parties with additional regional oversight.

## Policies and Code of Conduct— Slavery and Human Trafficking

Our commitment to human rights is outlined by our own principles documented in the Olympus Global Code of Conduct which is aligned to the United Nations Global Compact's 10 Principles related to human rights, labour, environment and anti-corruption,

The Olympus Global Code of Conduct is a central reference point for all Olympus Australia employees to enable them to understand what behaviour is ethical, legal and responsible. It builds together our corporate core values, national and international laws, internal policies, voluntary commitments and ethical principles.

We follow our global parent company policies for Human Rights and Labour and Procurement. These policies are based on the company management philosophy.

For suppliers, we set our expectations in areas such as respect for human rights, compliance with legislation, regulations and social norms, including the law concerning the exclusion of antisocial elements the prohibition of corruption, bribery and similar behaviour, the promotion of fair and equitable trading, and consideration for the environment.

## Tackling Modern Slavery — Measures in Place

Olympus Australia utilises the services of an independent company to provide all employees, business partners and other parties an avenue to report violations of our Code of Ethics and Business Conduct, The EthicsLine.

The EthicsLine is available 24 hours a day, 365 days year with all reports kept strictly confidential and all calls untraceable. Personal information relating to the report will not be shared outside of Olympus without the explicit consent of the reporting individual.

Every reportable instance is thoroughly investigated by Olympus Australia. This reporting route is highlighted to all employees during mandatory training sessions conducted by the Compliance Department

## Modern Slavery Training

Olympus Australia provides mandatory internal awareness training for all employees on Global Code of Conduct, including ethical Supply Chain. In addition to this internal training, all employees are also required to complete Electronic Learning courses on our Global Code of Conduct.

We also monitor feedback provided by our colleagues on our awareness training and are continuously evolving our training program. We aim to provide further resources for employees including targeting training for key employees and additional E-Learning and podcast training materials for all employees.

## Reporting and Feedback

If you become aware of any credible information linking Olympus to slavery and human trafficking, please report this information to Olympus at the e-mail address below:

[customerservice@olympus.com.au](mailto:customerservice@olympus.com.au)

Alternatively, you can report through our Ethics Line service by any of the methods below;

Telephone: 1800 549 716

E-mail: [www.olympus.ethicspoint.com](http://www.olympus.ethicspoint.com)

[www.ethicspoint.com](http://www.ethicspoint.com)

This statement was approved by the board of Olympus Australia Pty Ltd on 29<sup>th</sup> April 2021.



James Bowe  
Managing Director Olympus Australia