

GARMIN.

2023 AUSTRALIAN MODERN SLAVERY ACT 2018 STATEMENT



GARMIN AUSTRALASIA PTY LTD.



This Statement has been prepared pursuant to the requirements of the Australian Modern Slavery Act 2018 (the "Act") for the reporting period 1 January 2023 to 31 December 2023 covering Garmin Australasia Pty Ltd. (ABN 85 129 153 448).

OUR STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

Garmin Australasia Pty Ltd. is a company incorporated and domiciled in Australia. Garmin Australasia Pty Ltd.'s ultimate parent is Garmin Ltd., a company registered in Switzerland. Garmin Australasia Pty Ltd. has one wholly owned branch, Garmin Australasia Pty Ltd. – New Zealand Branch ("New Zealand Branch"), which operates and is domiciled in New Zealand. Garmin Australasia Pty Ltd. and the New Zealand Branch are together referred to in this Statement as "the Company", "Garmin Australasia", "we", or "our". The Company's principal business activities are importation, distribution, marketing and sale of navigation, communication, and information devices, applications, and services, many of which feature location technology such as the Global Positioning System. The Company also provides product support services in Australia. As of 31 December 2023, Garmin Australasia had more than 150 employees.

The majority of the products the Company sells are supplied from Garmin Corporation, a Taiwanese company, and other subsidiaries of Garmin Ltd. (collectively, the "Garmin Group" or "Garmin"). Garmin manufacturing operations are located in Taiwan, People's Republic of China, the United States, Poland, and the Netherlands.

RISKS OF MODERN SLAVERY PRACTICES IN OUR BUSINESS AND SUPPLY CHAINS

Human rights observers have identified the potential for modern slavery in the production of electronic products and in the production of components of electronic products. Because Garmin employees manufacture the vast majority of Garmin products, the Company believes there is a very low risk of modern slavery practices in the production of Garmin products.

All individuals employed by the Garmin Group are subject to Garmin's [Code of Conduct](#) and [Modern Slavery Policy](#). These documents and policies set forth Garmin's position related to human rights issues and are enforceable at all levels of the organization.

Among other clauses, Garmin's Code of Conduct:

- explicitly condemns and prohibits any act of human trafficking or modern slavery within Garmin's own operations and throughout Garmin's supply chain; and
- establishes Garmin's policy on respecting all employees' rights to freedom of association and freedom of movement.

With respect to the production of components of Garmin's products, Garmin (including the Company) mitigates the risk of modern slavery by requiring upstream suppliers to comply with Garmin's [Supplier Code of Conduct](#), which sets forth expectations on human rights and labour practices of suppliers.



Among other requirements, Garmin's Supplier Code of Conduct:

- prohibits use of child labour, involuntary, forced, prison, indentured or slave labour, human trafficking or the hiring of trafficking and debt bondage victims;
- requires that upstream suppliers guarantee employees freedom of movement and freedom of association; and
- mandates that upstream suppliers conduct due diligence to identify and prevent forced labour and human trafficking within their own supply chains.

Instances of noncompliance are subject to action, which may include termination of relationship with the upstream supplier.

ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS OF MODERN SLAVERY, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES



Garmin Australasia follows the Garmin [Code of Conduct](#) and [Modern Slavery Policy](#). These principles and policies are established and enforced on a global scale and are reviewed on a regular basis by the highest levels of the organization. All Garmin employees must read and acknowledge the Code of Conduct annually. The Code of Conduct includes policies covering human rights, freedom of association, and freedom of movement. The Company is committed to educating our workforce about modern slavery and human trafficking and ensuring compliance with applicable laws. Garmin's whistleblower policy also provides confidentiality and protection to any individuals who raise concerns.

Upstream suppliers to Garmin are required to follow the Garmin [Supplier Code of Conduct](#). Additionally, Garmin's standard supply agreements require suppliers to assure Garmin that products they supply are not produced, manufactured or packaged by forced, prison or child labour. Garmin conducts periodic assessments of our suppliers to assess and verify compliance with Garmin's Supplier Code of Conduct and other supply chain requirements. These assessments include evaluations of compliance with policies implemented to prevent forced labour, child labour, and other human rights issues. If any form of modern slavery is discovered in Garmin's own operations or in Garmin supply chain, corrective action and remediation is performed.

Based on our assessment of our activities and supply chain, there were no instances of modern slavery found within or reported to the Company during the reporting period this Statement covers.

ASSESSING THE EFFECTIVENESS OF THESE ACTIONS



The Company has confidence that controls and processes are in place to ensure compliance with Garmin's global policies relating to human rights and modern slavery. Garmin conducts a top-down governance model on corporate responsibility matters, including those pertaining to human rights and modern slavery, and evaluates the effectiveness of actions on a regular basis and implements remediation plans when necessary.



CONSULTATION WITH OWNED OR CONTROLLED ENTITIES



Consultation and engagement between Garmin Australasia and the New Zealand Branch occurs as part of their usual and regular business processes. The New Zealand Branch is subject to the same global policies relating to human rights and modern slavery as Garmin Australasia. The supply chains of these entities are also substantially the same, and the Boards of Directors and senior management of Garmin Australasia and the New Zealand Branch share common members.

PRINCIPAL GOVERNING BODY APPROVAL



This Statement was approved in accordance with the Australian Modern Slavery Act 2018 by the Board of Directors of Garmin Australasia Pty Ltd. on 24 June 2024.



Matthew Thomas
Director
Garmin Australasia Pty Ltd.
24 June 2024