

MITSUBISHI POWER AUSTRALIA PTY. LTD.

MODERN SLAVERY STATEMENT

Mitsubishi Power Australia Pty. Ltd. ("MPW-AUS")'s modern slavery statement for the financial year ending 31 March 2022 pursuant to the reporting requirement of the Commonwealth Modern Slavery Act 2018. This statement has been approved by the board of directors of MPW-AUS. This statement is applicable to MPW-AUS.

OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

MPW-AUS is a subsidiary of Mitsubishi Power Asia Pacific Pte. Ltd. ("MPW-AP"), a regional head company located at Singapore, which is in turn a subsidiary of Mitsubishi Power Ltd, one of the world's leading suppliers of equipment and services to the power generation market headquartered in Yokohama, Japan.

MPW-AUS is located in Sydney, Australia and provides a wide variety of products and services in the field of thermal power generation systems and environmental technology in Australia.

The majority of the equipment, parts and components procured by MPW-AUS is from our Japanese parent company or from suppliers located in Australia and consists of high value engineered parts. We have a limited need for mass produced components. In order to carry out maintenance services to meet customer requirements in Australia, Mitsubishi Power Ltd may procure third party labour services from other countries in which it operates.

As a provider of a wide variety of products and services in the field of thermal generation systems and environmental technology in Australia, there is a very low risk of modern slavery within our direct business operation. Further, MPW-AUS has no subsidiaries and does not control any other entity. Nonetheless, MPW-AUS identified that the most vulnerable sectors within our supply to be:

- Equipment, parts, and components supply contracts entered into by Mitsubishi Power Ltd or its subcontractor, which may source parts from countries where there is a higher risk of modern slavery practices.
- Labour service contracts, due to the use of unskilled manual labour by our partners.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

MPW-AUS adopted the Mitsubishi Heavy Industries (MHI) Group Global Code of Conduct ("Code") because our parent company, Mitsubishi Power Ltd, is wholly owned by MHI. The Code prohibits the use of compulsory or forced labour and child labour, and requires us to maintain a framework of fair and just remuneration, fair working hours and benefits.

The Code is available at: <https://www.mhi.com/company/aboutmhi/policy/conduct.html>

Our company's Modern Slavery Policy is in place and has been communicated to all our employees and is available internally for their reference. We regularly remind our employees of the requirements to comply with our policies and discuss compliance topics, including compliance with the Commonwealth Modern Slavery Act 2018.

MPW-AUS respects and supports the protection of universal human rights, and we conduct our operations consistent with the notion that all human beings are born free and equal, with dignity and rights and with the resolve that we should act towards one another in a spirit of humanitarian fellowship.

MPW-AUS will ensure that we:

- Do not risk the health and safety of our employees, suppliers, subcontractors, customers and community members;
- Avoid harming the environment, lives and well-being of local and indigenous people;
- Support diversity and inclusion, and provide equal opportunity and treatment of all persons in order to eliminate discrimination;
- Treat all employees fairly and honestly regardless of where they work;
- Are not complicit in human rights abuse; and
- Comply with all applicable laws and regulations.

Our business practices strive to:

- Establish MPW-AUS's commitment and respect for international human rights standards;
- Maintain MPW-AUS's high ethical standards;
- Inform customers, business partners, employees, suppliers, subcontractors and local community members of our commitment to the protection of global human rights; and
- Contribute to the realization of human rights within our organization and, ultimately, within the global industry in which we operate.

We have a Whistleblowing Policy and process, which is primarily aimed at our employees but also available to external parties through the Company website as a means to confidentially capture any Modern Slavery concerns.

DUE DILIGENCE PROCESSES

In order to continue ensuring a robust supply chain and operations process in respect of Modern Slavery:

- Vendors must be screened in order to be added to the vendor master list for using such vendor. The screening is part of the due diligence process for evaluating whether the vendor has adequate policies and procedures, and controls in place. The vendor due diligence process for vendors which are deemed higher risk, based on criteria, would involve amongst others, Legal and Compliance risk assessment.
- Annual education of employees on modern slavery and associated risks, in order that they are able to identify and respond appropriately when confronted with such situations. Further details are provided below under the heading "Training".

STEPS TO ASSESS AND MANAGE RISKS

Several functions in our organization support our measures to assess and manage modern slavery risks. These include amongst others:

- Internal Control and Compliance, through management of compliance policies and procedures, and review of key controls.
- Risk Management, through proactively identifying Corporate risks, including Compliance risks and that of Modern Slavery as applicable to our business.
- MHI Regional Internal Audit Team, as the independent third line of defence, within our company.
- Legal, through interaction with staff and management and external law firms and legal advisors, ensure that we remain at the forefront of changes in legislation and corporate requirements.
- Human Resources, through development of the relevant policies which cover our staff's interaction with internal and external parties (e.g. Employee Handbook, QEHS (Quality, Environment, Health and Safety) standards, Grievance procedure, and others).
- Procurement (Quality/Supply Chain), through the management of vendor due diligence and the assessment of vendor profile information questionnaires.

Our company has a flat organization structure with open communication. Employees are encouraged to discuss concerns with their supervisors without fear of repercussions. This structure allows us to identify issues quickly when they would occur.

TRAINING

Subject matter training was provided to staff to ensure that they understand and can identify modern slavery risks in our supply chains and wider business operations. The training was developed in liaison with an external law firm and specialist training provider and was rolled out via an interactive online training session. The training was targeted at all field based staff, supply chain staff, and all levels of management including the CEO.

Additionally, our staff is required to complete MHI Compliance training sessions every year, including amongst others, training on MHI's Group Global Code of Conduct. We closely monitor the results of this training.

OUR EFFECTIVENESS IN ELIMINATING SLAVERY AND HUMAN TRAFFICKING

To assess the effectiveness of the steps outlined in this statement, during the last 12 months, MPW-AUS reports on the following priority areas and points of action.

Staff Training Levels

Training was provided to all employees.

Strengthen verification over Supply Chain

We have increased the requirements from vendors as part of the due diligence process as we recognized that increased oversight in this area was required. This includes analysis of vendor supply chain and product origin and vendor history in respect of compliance with law.

Risk Identification

In recognition of the need to capture and mitigate risks in a more timely manner, a self-assessment was implemented during 2022 and an internal audit will be carried out in the following year. This includes various categories of risks, including Compliance (e.g. Modern Slavery).

This statement was approved by the board of directors of MPW-AUS on 25 August 2022.



Shigeru Nakabayashi

Director

Mitsubishi Power Australia Pty. Ltd.