

ISUZU
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Modern Slavery Statement

Date: September 2025

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IUA Modern Slavery Statement (30 September 2025)

Isuzu UTE Australia Pty Ltd (“**IUA**”) has produced this sixth Modern Slavery Statement (“the **Statement**”) for the period 1 April 2024 until 31 March 2025 (“the **Reporting Period**”), in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) (“the **Act**”).

The Statement is intended to communicate the steps that IUA has undertaken during the Reporting Period, to ensure that any risk of modern slavery occurring in any part of IUA’s supply chains, is assessed, addressed and eliminated.

IUA recognises that modern slavery can manifest in many ways, depending on local circumstances. The Statement addresses steps that IUA= has undertaken, or will undertake to prevent any form of modern slavery through IUA’s business and supply chains.

By ensuring that all IUA personnel and suppliers adhere to IUA’s policies and procedures as are relevant to the requirements of this Act, IUA can take reasonable steps to meet its ethical obligations as a good corporate citizen and to meet the requirements under this Act and secure all key stakeholders’ commitment to assisting IUA in its vision to diminish modern slavery. As such, IUA considers the risk of modern slavery occurrence in its supply chain as low.

IUA’s Structure, Operations and Supply Chains

IUA directly employs approximately 159 personnel, and its headquarters are based in Brisbane, Australia. It is a fully owned subsidiary of Mitsubishi Corporation (“**MC**”), which is a company incorporated and registered in Japan. MC is a globally integrated enterprise that develops and operates businesses across its eight (8) business groups. It owns or controls approximately 1,205 consolidated subsidiaries and affiliate companies and approximately 115 offices globally. IUA does not own or control any other entities.

IUA is the Australian wholesale distributor of Isuzu light commercial and passenger vehicles. The principal products it distributes are Isuzu automotive vehicles (the D-MAX light commercial vehicle (Ute) and the MU-X sports utility vehicle) and Isuzu automotive vehicle parts (“the **Products**”) and other accessories related to the Products. Additionally, it manages a network of authorised Isuzu UTE automotive dealerships in accordance with the provisions of the Franchising Code of Conduct. This includes after-sales (vehicle servicing, parts and customer service) activities.

The Product IUA distributes in Australia is supplied by Isuzu Motors International Operations (Thailand) Co. Ltd (“**IMIT**”), which is a corporation incorporated and registered in the Kingdom of Thailand. IMIT is jointly owned by Isuzu Motors Asia Limited (“**IMA**”) and Tri Petch Holding Co. Limited.

Isuzu Motors Co. (Thailand) Limited (“**IMCT**”) sources components and undertakes the manufacture of the Product, on behalf of IMIT, from amongst its related or affiliated entities and suppliers and from other suppliers globally. IMIT distributes the Product to other entities, including but not limited to IUA.

The Product distributed by IUA is principally sourced from the IMCT supply chain which geographically is positioned in Japan and Thailand (“the **IMCT supply chain**”).

IUA supports its Isuzu UTE dealer network by sourcing Product accessories, and other Isuzu UTE dealers administrative goods and services, from Isuzu A & S (Thailand) Co., Ltd. (“**Isuzu A & S**”) and from Australian suppliers.

Risks of Modern Slavery Practices in IUA's Supply Chain & Its Operations

The IMCT Supply Chain has been identified as geographically sourcing components for the Products globally, but principally from suppliers in Japan and the Kingdom of Thailand, with assembly of Isuzu automotive vehicles for IUA, occurring in the Kingdom of Thailand.

IUA acknowledges that the Kingdom of Thailand is identified by the 2023 Global Slavery Index as a high-risk modern slavery country, with a Prevalence ranking of countries globally. As such, there is an elevated risk of modern slavery practices in this component of IUA's supply chain. It is in the manufacture of engines and motor vehicles, parts and accessories overseas that is the key risk of modern slavery in our supply chain.

Additional Product accessories sourced by IUA, and goods and services associated with the administration of IUA's Isuzu UTE dealership network, are largely from Australian, Thai and Japanese suppliers.

As Australia and Japan are identified as each having a low prevalence of modern slavery, ranking, respectively, countries globally. There is a low risk level of modern slavery practices in this component of IUA's supply chain. Further, most of IUA's suppliers are based in Australia. The 2023 Global Slavery Index estimated a low prevalence of modern slavery in Australia of 1.6 people for every 1000 people in the country.

Actions taken by IUA to Assess and Address Risks of Modern Slavery

IUA operates and assesses the risk of modern slavery to its supply chain, in accordance with IUA's 5 core values:

1. **Customer Centric** – We prioritise the needs and satisfaction of our customers, striving to exceed their expectations.
2. **Integrity** – We uphold the highest standards of honesty, transparency, compliance, and ethical behaviour in all of our interactions.
3. **Innovation** - We continuously seek new and better ways to enhance our products, services, systems and processes to remain at the forefront of the industry.
4. **Teamwork** – We continuously seek new and better ways to enhance our products, services, systems and processes to remain at the forefront of the industry.
5. **Responsible** – We actively work to minimise our environmental footprint plus promote and support community-minded practices.
6. **Inclusive** – We believe in the power of diversity, aiming to create an inclusive workplace that mirrors the diverse communities we serve.

During the Reporting Period, IUA has:

1. continued to revise its internal policies;
2. continued to refine and improve the supplier engagement processes and principles;
3. continued to introduce the IUA Supplier Code of Conduct ("the **Code**") to key new suppliers;
4. continued to encourage existing key IUA suppliers to agree to implementing the IUA Supplier Code of Conduct; and
5. continued with its commitment to incorporate anti-slavery awareness and measures into compliance training of relevant IUA employees.

The IUA Supplier Code of Conduct clearly states IUA's opposition to forced labour and other forms of slavery, bribery and corruption both amongst suppliers and in its own operations.

Through these processes, IUA has identified modern slavery risks and will address such modern slavery risks as they become apparent, by liaising with the IUA supplier, where necessary, renegotiating commercial terms to take account risks of modern slavery and other appropriate measures. IUA will strive to be transparent in this process with all stakeholders.

IUA's Assessment of Effectiveness

IUA acknowledges the need to monitor and improve its response to the risk of modern slavery to its supply chains, and that this will be a continual process which IUA will incrementally develop. As such, in future reporting periods, IUA plans to take the following actions:

1. Continue to identify key suppliers to IUA, monitor, identify, assess, and address modern slavery risks posed in the IUA operations and its supply chain through:
 - a. refining IUA's survey to take account of any data and analysis from the survey results of the FY24 Reporting Period;
 - b. issuing surveys to the key IUA suppliers;
 - c. considering the responses provided; and
 - d. continuing to monitor modern slavery risks.
2. Continue to encourage existing key IUA suppliers; and all new key IUA suppliers from April 2025, to agree to implementing the Code, in its supplier agreements with IUA.
3. IUA may ask a key supplier to correct their business behaviour, if IUA learns that the supplier is engaging in the practice of forced labour and other forms of slavery. If the request is not met, IUA will reevaluate its business relationship with the relevant IUA supplier.

IUA acknowledges the importance of identifying, assessing, and addressing the risk of modern slavery within its supply chains, and addressing the effectiveness of such steps. This recognition is within the broader context of MC's commitments to identify and address any impacts associated with modern slavery. IUA will continue to enhance its capacity to identify, prevent and mitigate any risk of modern slavery within its supply chains, in accordance with the policies and procedures outlined in the Statement.

Endorsed by IUA's Board of Directors

The Statement has been endorsed by IUA's Board of Directors.


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Junta Matsui
Managing Director
Isuzu UTE Australia Pty Ltd


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Hideyuki Ogawa
Director
Isuzu UTE Australia Pty Ltd