

2025 Modern Slavery Statement

HANKOOK TYRE AUSTRALIA PTY LTD

Modern Slavery Statement

For the reporting period 1 January 2025 to 31 December 2025

1. Reporting Entity

This Modern Slavery Statement is made pursuant to Section 14 of the Modern Slavery Act 2018 (Cth) and constitutes the sixth statement for Hankook Tyre Australia Pty Ltd (HKAU) (ABN 77 082 389 704).

This statement applies to the company's financial year commencing 1 January 2025 and ending 31 December 2025.

2. Structure, Operations and Supply Chains

HKAU is a proprietary limited company based in Macquarie Park, NSW. It is a wholly owned subsidiary of Hankook Tire & Technology.

HKAU is engaged in the importation, marketing, and distribution of Hankook-branded tyres across Australia, operating distribution centres in NSW, VIC, QLD, and WA.

All tyres are sourced through the parent company's global manufacturing network, including facilities in Korea, China, Hungary, and Indonesia.

3. Risks of Modern Slavery in Operations and Supply Chains

HKAU recognises that modern slavery risks primarily arise within global supply chains, particularly in raw material sourcing and offshore manufacturing environments.

While HKAU's direct operations in Australia are considered low-risk, indirect risks may exist through upstream suppliers, including natural rubber sourcing.

Our parent company continues to participate in the Global Platform for Sustainable Natural Rubber, supporting responsible sourcing, labour rights, and environmental sustainability.

4. Actions Taken to Assess and Address Risks

During the 2025 reporting period, HKAU continued to strengthen its risk management framework:

- **Supplier Due Diligence**
Annual supplier questionnaires were conducted for Tier 1 suppliers, focusing on modern slavery controls, labour practices, and compliance frameworks
- **Contractual Controls**
Supplier agreements continued to include modern slavery compliance clauses, with clear escalation and termination rights
- **Whistleblower Mechanism**
Employees and external stakeholders have access to confidential reporting channels under the Whistleblower Policy.
- **Global Policies (Parent Company)**
HKAU aligns with global frameworks established by Hankook Tire & Technology, including:
 - Human Rights Management Declaration
 - Human Rights Principles
 - Sustainable Natural Rubber Policy
 - Code of Conduct
 - Modern Slavery Policy

These policies reinforce commitments to eliminate forced labour, child labour, and discrimination.

5. Assessment of Effectiveness

In 2025, HKAU enhanced its monitoring approach by introducing more structured performance indicators, including:

- Supplier response and compliance rates
- Completion rates of employee training
- Internal audit and HR reporting outcomes
- Tracking of reported concerns (if any)

No incidents of modern slavery were identified during the reporting period.

HKAU will continue to refine its KPIs to improve visibility and accountability across its supply chain.

6. Consultation

HKAU does not own or control other entities; therefore, no consultation was required.

7. Training and Awareness

HKAU continued to provide training to employees to raise awareness of modern slavery risks.

Training delivered in 2025 included:

- Human Rights and Modern Slavery Awareness
- Ethics and Integrity
- Workplace Behaviour (including discrimination and harassment)
- Compliance and regulatory training

This training ensures employees understand how to identify and report risks.

8. Ongoing Commitment and Future Steps

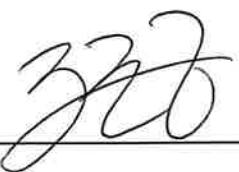
HKAU is not aware of any modern slavery incidents in its operations or supply chains during 2025.

In 2026, HKAU will focus on

- Enhancing supplier risk assessment depth (beyond Tier 1 where possible)
- Strengthening KPI-based monitoring
- Continuing employee education
- Working with the parent company to improve transparency and traceability in raw material sourcing

9. Approval

This statement was approved by the Board of Directors of Hankook Tyre Australia Pty Ltd in accordance with the Modern Slavery Act 2018 (Cth) on 15 June 2026.



Jun Jong CHO

Managing Director

Date: 20 June 2026

