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Kawasaki Motors Pty Ltd Modern Slavery Statement

Kawasaki Motors Pty Ltd

ACN 002 840 315, ABN 79 002 840 315

Unit Q, 10-16 South Street, Rydalmere, NSW 2116

Kawasaki Motors Pty Ltd's Structure, Operation and Supply Chains

Kawasaki Motors Pty Ltd (**KMA**) is a wholly owned subsidiary company of Kawasaki Motors Ltd (**KMC**), a world leading consumer products innovator headquartered in Japan.

Incorporated in Australia, KMA is the Australian distributor of high performance, precision engineered motorcycles, ATV's, side-by-side vehicles and personal watercraft manufactured by KMC.

The vehicles distributed by KMA are wholly supplied by KMC. All goods and parts supplied by KMC are procured in accordance with KMC's stringent Code of Conduct. KMC's Code of Conduct enshrines KMA's and KMC's resolute determination to respect human rights connected with labour and employment. KMA and KMC will not tolerate violations of human rights such as forced labour, child labour and modern slavery. KMA's commitment to human rights extends to any third parties within its supply chain, demanding that all staff consider whether the decisions and actions they take in the course of their work may affect the rights of third parties.

Risks of Modern Slavery Within the KMA Supply Chain and Operations

KMA assesses the risk of modern slavery within its Australian operations to be extremely low. KMA adheres fully to Australia's stringent anti-slavery legislative framework and holds a zero-tolerance policy toward any human rights violations in the workplace. The strong oversight and regulation provided by State and Commonwealth Governments within Australia, and low risk of modern slavery within the nation results in an extremely low risk of modern slavery within KMA's Australian operations.

KMA also recognises the risks associated with modern slavery within global supply chains. KMA considers the risk of modern slavery within its supply chain as low. The high-skill manufacturing capabilities required in the machining and assembly of the powersport products sold by KMA equate to a low inherent risk of modern slavery within the supply chain of the company. With products manufactured in nations such as Japan and the USA, KMA considers the geographical risk associated with the supply of its powersport products as low. KMA refuses to be complacent regarding modern slavery risks within its supply chain and undertakes consistent action to ensure its supply chain remains free of modern slavery and human rights abuses.

Actions Taken by KMA to Address Modern Slavery Risks

As a subsidiary of KMC, KMA fully complies with the KMC Code of Conduct and other KMC corporate policies that set out comprehensive measures to ensure operations remain free of modern slavery. As an Australian incorporated entity, KMA adheres to all Australian anti-slavery and labour regulations and supports the rights of all employees to legal wages and benefits, appropriate working hours and ethical treatment.

In its global supply chain provided by KMC, KMA, in line with company policy, undertakes comprehensive action to reduce the risk of modern slavery within its supply chain. KMA requires all suppliers to agree and adhere to Kawasaki Group Policies for Material Procurement. These policies require all suppliers to:

- Observe all applicable statutes and regulations as well as social norms in their respective business areas.
- Investigate their suppliers to confirm they are not benefitting from inhuman labour practices, including unfair labour agreements, working regulations, or wage regulations.
- Declare and warrant that labour should never be forced by anyone else, but rather should be voluntarily carried out in accordance with the person's own will, and that labour practices exploiting children not of working age must be forbidden and eradicated.
- Consider human rights, the work environment, and occupational safety and health.
- Disclose in a timely manner any information relevant to their environmental or social impacts.

In the agreements KMA and KMC form with their suppliers, both parties are required to voluntarily and proactively engage in business and social activities with due consideration given to the sustainable development of the environment and society. KMA and KMC also encourage their suppliers to develop corporate structures for promoting corporate social responsibility and anti-slavery measures throughout their supply chains.

Alongside ensuring suppliers are bound to uphold company policy, actions are also regularly undertaken to ensure the KMA's supply chain is free from modern slavery. These actions include the regular surveying of suppliers regarding their compliance with human rights and labour regulations. Using these results, KMA and KMC target specific suppliers in initiatives to strengthen the human and labour rights of supply chain workers. Supply chain partners are also regularly briefed on KMA and KMC's expectations regarding human and labour rights in the workplace.

Since 2013, KMA and KMC have liaised with suppliers to ensure conflict minerals produced in the Democratic Republic of the Congo and neighbouring nations have no place in the KMA supply chain, due to the modern slavery and grave human rights violations associated with these minerals.

KMA and KMC also refuse to engage with any criminal organisations and other anti-social forces, with these entities posing a significant risk of modern slavery and other human rights abuses. KMA commits to working closely with the relevant law-enforcement authorities to combat these risks.

KMA and KMC acknowledge the risk of complacency in relation to matters of modern slavery and commit to continuing these actions into the future.

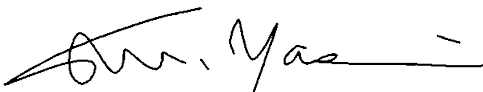
Assessing the Effectiveness of Anti-Modern Slavery Actions

To assess the effectiveness of KMA and KMC's variety of anti-modern slavery actions, surveys of suppliers will continue. These surveys will allow KMA to evaluate progress made in modern slavery risk reduction. The continuation of these supplier surveys will also allow KMA to address any risks of modern slavery in the supply chain that may arise in the future.

By encouraging suppliers to initiate whistleblowing within their corporations, KMA can maintain a realistic understanding of the effectiveness of their anti-modern slavery efforts globally and address any supply chain concerns raised by whistle-blowers.

KMA and KMC will continue to engage in dialogue with their suppliers, outlining expectations and requesting feedback regarding the operation of anti-slavery measures within the operations of suppliers.

This Statement for Kawasaki Motors Pty Ltd was approved by the board of directors of Kawasaki Motors Ltd as the parent entity of Kawasaki Motors Pty Ltd on 26th April, 2023.



Shuichiro Yasui

Managing Director at Kawasaki Motors Pty Ltd

Kawasaki Motors Pty. Ltd.