



Modern Slavery Act 2018 (Commonwealth of Australia)

Trend Micro Australia Pty. Ltd.

This statement covers the financial year ending 31 December 2021.

This statement is made by Trend Micro Australia Pty Ltd (ABN 70 077 055 817) pursuant to the Modern Slavery Act.

We do not own or control any other entities.

Structure

Trend Micro Australia is a subsidiary in a group of companies and does not control other entities. The ultimate parent of Trend Micro Australia is a listed Japanese corporation, Trend Micro Incorporated, a global leader in cybersecurity solutions. The global group of Trend Micro has over 6900 employees in 68 countries utilising the world's most advanced global threat research and intelligence.

Operations

Trend Micro Australia supplies cybersecurity products and services for hybrid cloud, endpoint and network security solutions and automated solutions for secure data sharing. Find out more at: www.trendmicro.com.au

We primarily supply software and software related services to our customers. The software is developed by the global group of Trend Micro with contributions from the personnel of Trend Micro Australia.

Supply chains

Trend Micro Australia collaborates with channel partners to fulfil product and service distribution and delivery. We rely on multiple third party suppliers and outsourcing arrangements for the supply of goods and services.

Risk assessment

We undertook risk assessments of modern slavery risks in our operations and supply chains over the reporting period to consider if we are directly or indirectly linked to modern slavery practices.



We use a number of factors to assess the potential risk of modern slavery in our supply chains, including geographic risks from where we source materials, the products and services that we source, the sectors that we operate in and the supply chain model involved.

During our reporting period we have reviewed supplier engagement processes and principles.

We will verify and evaluate all new suppliers and conduct routine due diligence of existing suppliers.

Trend Micro Australia is not aware of any conduct in its supply chains that would permit modern slavery. The full extent of slavery risks that exist in all supply chains and in all the supply chains of our suppliers is being investigated and will continue to be investigated over time.

Policies

During our reporting period we have examined and where necessary revised and updated our internal policies. Trend Micro Australia is subject to a Code of Conduct (see [here](#)) that requires, among other things, that each person adheres to a high standard of business ethics.

We meticulously comply with all Australian laws including those relating to employment and the engagement of third party contractors. We have in place a robust recruitment process which clearly outlines the ethical stance that we take in relation to employee intake and treatment.

The Board of Trend Micro Australia and senior management are aware of the Modern Slavery obligations.

We routinely respond to requests and questionnaires from customers concerning modern slavery practices. These requests and questionnaires require an internal examination of the risks of such practices and thereby focus our attention and resources on compliance and educating our personnel on the requirements of the Modern Slavery Act.

Next steps

We will continually assess the effectiveness of our actions in identifying and managing modern slavery risks by monitoring our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal



governance and external assurance processes. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

We will provide regular training to our personnel and maintain a zero-tolerance policy towards slavery.

Trend Micro Australia will actively apply the Modern Slavery Act.
This statement was approved by the Board of Directors of Trend Micro Australia.

Signed for and on behalf of Trend Micro Australia by:

A handwritten signature in black ink, appearing to read 'Shirley Ng', written over a horizontal line.

Shirley Ng, Director on 3 August 2022