

## Modern Slavery Statement – 2025

### 1. Introduction

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and outlines the actions taken by Donaldson Australasia Pty Limited (DAPL) during the financial year ending 31 July 2025 to assess and address risks of modern slavery in our operations and supply chains. DAPL remains committed to upholding human rights and ethical business practices, and to ensure that modern slavery does not form any part of our business or supply chain.

### 2. Structure, operations and supply chain

Donaldson Australasia Pty Limited operates across Australia, New Zealand, Papua New Guinea, and parts of the Pacific Islands. We employ approximately 260 people at our manufacturing and distribution facility located on the New South Wales Central Coast. DAPL is a wholly owned subsidiary of Donaldson Company, Inc., a U.S.-based NYSE (DCI) listed company and a global leader in filtration systems and replacement parts.

Our supply chain spans multiple countries including the United States, United Kingdom, Germany, Italy, Indonesia, Japan, China, Mexico, Belgium, Czech Republic, Poland, Thailand, United Arab Emirates, and India. We source products both from Donaldson-owned facilities and third-party suppliers.

Our purpose is advancing filtration for a cleaner world, guided by six core principles:

- Act with integrity
- Engage and empower our people
- Deliver for our customers
- Cultivate innovation
- Operate safely and sustainably
- Enrich our communities

### 3. Risk identification

Donaldson globally applies a consistent risk assessment methodology that evaluates modern slavery risks based on geographic location, product type, and supplier profile. In FY2025, we continued our standardised review of potential risks across our operations and supply chain.

Our assessments indicate that local suppliers pose the lowest risk, while overseas suppliers, particularly those in higher-risk jurisdictions, present greater potential exposure. Many of these overseas suppliers are Donaldson-owned entities, which allows for greater oversight and control.

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### 4. Actions to assess and address risk

In FY2025, DAPL implemented and expanded several initiatives:

- Training and Awareness: All employees completed annual ethics and compliance training, which now includes modules specifically focused on modern slavery awareness.
- Supplier Onboarding and Auditing:
  - Extended onboarding requirements to indirect and non-material suppliers.
  - Continued rollout of modern slavery clauses in supplier agreements.
- Supplier Sustainability Self-Assessment:
  - All new raw material suppliers completed a sustainability self-assessment, including a "Labor & Human Rights" chapter.
  - Responses are stored in our ERP system for traceability.
- Supplier Questionnaire:
  - Distributed to suppliers to assess compliance with the Universal Declaration of Human Rights, covering forced labor, child labor, working hours, and non-discrimination.
- Code of Conduct and Human Rights Policy:
  - Donaldson's global Code of Conduct and Human Rights Policy reinforce our commitment to ethical labor practices.
  - These documents are applicable to all employees, officers, directors, and suppliers.
- Reporting Mechanisms:
  - A 24-hour Business Conduct Helpline and EthicsPoint platform are available for anonymous reporting.
  - DAPL maintains a whistleblower policy for internal reporting.

### 5. Assessing the effectiveness of our actions

We assess the effectiveness of our actions through:

- Internal Training Metrics: Completion rates and feedback from ethics training programs.
- Supplier Compliance Monitoring: Review of supplier assessments, audits, and contract clauses.
- Incident Reporting: No reports of modern slavery were received during the FY2025 reporting period.

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- Continuous Improvement: Ongoing refinement of due diligence processes and stakeholder engagement.

### 6. Process of consultation with owned or controlled entities

Donaldson Australasia Pty Limited does not own or control other entities. A branch operates in New Zealand, and our principles and policies are applied consistently across both countries. As a subsidiary of Donaldson Company Inc., DAPL benefits from global compliance frameworks and oversight.

### 7. Ongoing assessment of risk

In FY2026, DAPL will:

- Expand supplier audits to include more indirect suppliers.
- Enhance training with scenario-based modules.
- Increase collaboration with external stakeholders.
- Continue evolving our due diligence and risk identification processes.

### 8. Revision History

Revision	Issue Date	Changed sections	Nature of changes
6	22 Oct 2025	All	Updated with 2025 actions
5	10 Dec 2024	All	Updated with 2024 actions
4	21 Dec 2023	All	Updated with 2023 actions
3	09 Dec 2022	3, 5, 7	Updated with 2022 actions
2	20 Dec 2021	5-6	Updated with 2021 actions
1	08 Dec 2020	N/A	Issue

### 9. Approval

This statement has been approved by the Board of Directors of Donaldson Australasia Pty Limited and principal governing body on 22nd October 2025.



Paul Henry – Managing Director

Donaldson Australasia Pty Ltd

22<sup>nd</sup> October 2025