



TK Elevator Australia ACN 073 056 149

Modern Slavery Statement

FY 2023/24

Introduction

This Modern Slavery Statement is submitted on behalf of TK Elevator Australia Pty Ltd in accordance with the *Australian Modern Slavery Act 2018 (Cth)*.

The Board of Directors of TK Elevator Australia has reviewed and approved this Modern Slavery Statement, and it has been signed by the Managing Director of TK Elevator Australia.

TK Elevator Australia is part of a diversified global company, TK Elevator GMBH, operating in more than 60 countries worldwide. TK Elevator GMBH is committed to the eradication of slavery and human trafficking in its supply chain and own operations. TK Elevator Australia recognizes its important role as part of those efforts and we are actively committed to eliminating modern slavery within our own supply chains.

Our Structure

TK Elevator Australia Pty Ltd is part of the TK Elevator GMBH group, headquartered in Dusseldorf, Germany. TK Elevator Australia Pty Ltd operates across Australia and employs over 450 people nationally. The overall activity of TK Elevator Australia is overseen by the executive management team and the Board of Directors.

Our Operations

TK Elevator Australia delivers a range services include the servicing, repair, modernization, supply and installation of a range of elevators and escalators across Australia. TK Elevator Australia has customers ranging from large commercial, to medium-sized and smaller residential customers.

Our customer facing business groups are supported by corporate functions which include Human Resources, IT, Legal, Audit and Risk and Regulatory. In addition to our employees, we engage contractors who work within our Australian business operations, providing construction and operations services.

Our Supply Chains

The majority of the procurement by TK Elevator Australia is from factories owned and operated by the TK Elevator GMBH. Where we need to procure other components, these are typically sourced domestically or from factories operated in low risk regions such as Europe.

Risks of Modern Slavery Practices

TK Elevator Australia recognizes that, as with all diversified international organisations, parts of its global supply chain may be susceptible to modern slavery practices. In particular, there are risks in sourcing from suppliers located in countries which do not have strong Modern Slavery legal protections. However, as the majority of its procurement comes from factories operated by the TK Elevator GMBH, the modern slavery risk of these components is low. The risk is also low for components sourced locally or from third party suppliers located in low risk regions.

Policy and Procedures to address modern slavery risks

Human rights and fair working conditions are values which TK Elevator Australia hold high as values and throughout our supply chain. Acting responsibly is firmly integrated into our procurement processes. When awarding our contracts, our decisions are not only based on economic, technological and process criteria. TK Elevator Australia, as part of the global group TK Elevator GMBH, has implemented a number of comprehensive policies and procedures to address the risk of modern slavery in its supply chains. These include:

1. **Supplier Code of Conduct**

The Supplier Code of Conduct clearly defines the expectations we have of our suppliers. These expectations include that our suppliers fully recognize international standards surrounding human and labour rights. We strive to work only with businesses that fully comply with the Supplier Code of Conduct and request that they sign related documents.

2. **Supply chain assessment and Responsible Procurement practices**

Our supply chain assessment is conducted in-house by TK Elevator Australia. We ask our suppliers to provide comprehensive information on pertinent processes and management systems via self-assessment.

3. **Supplier audits and monitoring**

We complete a regular audit process with our suppliers and continually monitor our supply chain for performance, safety compliance and references from others to establish their suitability. Suppliers are also required to adhere to the requirement of the Modern Slavery Act by ensuring that slavery is not taking place in their supply chains or in any part of their

business. We monitor suppliers to verify compliance with TK Elevator Australia expectations and legal requirements. Failure of suppliers to maintain their obligations to our Code of Conduct may lead to termination of contracts.

Various risk analyses, such as review of the country of origin and the nature of the products being provided, helped identify risks early on. In addition, we ask suppliers to provide information on pertinent processes and management systems via self-assessment.

4. Compliance Program

Our compliance program is closely interlinked with risk management and with our internal control system. In this way we ensure that compliance is an integral component of every business process.

We have a number of mechanism which allow employees the third parties to report concerns about suspected or actual improper conduct. These include through our human resources and procurement team or via the Company Whistleblower Policy.

5. Slavery and Human Rights Statement and Modern Slavery Policy

These documents reinforce both our local and global commitment to eradicate slavery and human trafficking in our supply chains and operations.

6. Internal Training

TK Elevator Australia continues to make training available to the management team and procurement department on recognizing and mitigating risk of modern slavery in supply chains.

Assessment

Our goal is to ensure that all our suppliers source labour and materials in a sustainable, ethical and responsible manner. To that end, we assesses the effectiveness of the procedures and policies by looking at the coverage of their implementation throughout the business, any non-compliances or breaches identified, and the speed of remediation and improvement. The assessment process is ongoing and at an early stage.

Actions to continually improve

TK Elevator Australia is committed to continual improvement of its policies and procedures which seek to minimise the risk of modern slavery occurring in its business or supply chains.

Approval of Statement

This Modern Slavery Statement has been reviewed and approved by the board of Directors of TK Elevator Australia Pty Ltd.

A handwritten signature in blue ink, appearing to read 'David Husoy'.

David Husoy
Managing Director
TK Elevator Australia
25 May 2024