



Makita (Australia) Pty Ltd
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Modern Slavery Statement

Purpose

Makita (Australia) Pty Ltd ("Makita Australia") is committed to limiting modern slavery practices within its operations and supply chains.

This statement has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) and sets out the actions Makita Australia takes to identify, address and mitigate modern slavery risks in our supply chain and business.

Business structure and operations

Makita Australia is a wholly owned subsidiary of Makita Corporation ("the Makita Group"), a global manufacturer and supplier of a comprehensive range of power tools, outdoor power equipment and pneumatic tools. The Makita Group has operations in approximately 50 countries, employing over 17,000 people globally.

Makita Australia purchases a variety of tools, spare parts and accessories from the Makita Group's plants to market and sell within Australia and selected local overseas markets. Makita Australia is also committed to providing customers with strong after sales service capabilities including repairs and the sale of spare parts.

Potential risks of modern slavery in operations and supply chains

As a wholesaler, Makita Australia considers the risk of modern slavery practices in its domestic operations to be low. During 2024-2025 financial year, Makita Australia did not identify any instances of modern slavery occurring within its domestic operations. However, Makita Australia recognises that there are potential modern slavery and human trafficking risks among its suppliers. This is because the Makita Group procures products, raw materials and components from suppliers outside of the Makita Group.

Policies and Controls

The Makita Group conducts its business in accordance with Makita's Code of Ethics, which promotes respect for human rights and the elimination of forced labour and child labour.

Makita Australia also has policies in place to ensure that all employees have a shared commitment to maintaining the highest levels of personal and professional ethics and observing and complying with all relevant laws, regulations and social codes.

These include our:

- Code of Conduct, which requires all employees, agents and contractors to comply with their professional and legal obligations, including maintaining a safe working environment
- Whistleblower Policy, which encourages the disclosure of perceived wrongdoing including conduct that is potentially damaging to employees or third parties
- Grievance Handling Policy, which supports the confidential lodgment of grievances about unethical decisions or behaviour.

These policies assist in managing and protecting human rights, as well as supporting the identification and prevention of all forms of modern slavery within the business and our supply chains both domestically and internationally.

Risk assessment and management

Over the 2024-2025 financial year, Makita Australia did not receive any concerns of potential modern slavery or human trafficking practices occurring within its domestic operations. Should any such concerns be raised, Makita Australia will ensure an investigation is conducted and appropriate action is taken to address these concerns.

The Makita Group is committed to doing business with suppliers that share similar values, ethics and business practices. As modern slavery can be a risk within the Makita Group's supply chains, an assessment process is undertaken when evaluating potential suppliers to ensure their business principles are in line with those of the Makita Group. The Makita Group establishes an agreement with each supplier which requires the supplier to ensure appropriate working conditions for all employees and that no forced labour, child labour or human trafficking takes place anywhere in its own supply chains.

Assessing the effectiveness of our actions

To assess the effectiveness of our actions, Makita Australia is committed to regularly reviewing the policies and procedures we have in place to identify and address modern slavery risks. We are prepared to adapt and strengthen these policies and procedures to ensure Makita Australia is always best placed to address any modern slavery risks that may arise.

In addition, we carry out appropriate pre-employment checks on all potential employees and appropriate checks with recruitment agencies, third parties and suppliers where required, so we are aware of who we are working with. We provide all employees with a written employment contract and ensure employees are paid fairly in accordance with legislation. To ensure the health and safety of all employees in relation to working hours, breaks and holidays, we comply with our legal obligations.

Consultation and awareness

We aim to ensure that all employees, subcontractors and suppliers of Makita Australia appreciate and support our commitment to human rights. This includes by continuing to ensure that all new and existing staff are aware of and understand our policies and procedures which support the protection of human rights.

While the reporting entity (Makita Australia) is a subsidiary of the parent company (Makita Japan) and does not control or own the parent entity, engagement with the parent entity has occurred where appropriate to support alignment of information regarding operations and supply chain, policies and governance framework of Makita Australia.

Makita Australia does not own or control any other entities.

This statement was approved by the board of Makita Australia on 27 November 2025.



Yoshi Kando
Managing Director
27 November 2025

Re-approved and signed by the board of Makita Australia



Yoshi Kando
Managing Director
25 February 2026