



Modern Slavery Statement 2022

About this Statement

The 2023 Global Slavery Index reported that an estimated 50 million people were living in modern slavery on any given day in 2021. This is nearly one in every 150 people in the world and an *increase* on the estimates from 2018. As a company with a presence in over 160 countries where people can buy STIHL products, we have a responsibility to operate sustainably with a focus on the mission pursued by the founder “Acting for tomorrow”. STIHL’s decision to join the United Nations Global Compact also underscores how seriously we take our sustainability activities.

STIHL remains committed to promoting greater sustainability and respect of human rights within our sphere of influence. We want to be part of the solution. To this end, STIHL Pty Ltd (**STIHL Australia, we, us, our**) reports annually pursuant to the *Modern Slavery Act 2018* (Cth) in relation to the steps we have taken to assess and address modern slavery risks during the year ended 31 December 2022 (**Reporting Period**) and how we plan to progress our efforts in the next reporting period.

1 Our Structure, Operations and Supply Chains

1.1 Structure

STIHL Australia is a wholly owned subsidiary of STIHL International GmbH which is owned by Andreas STIHL AG & Co, a global company headquartered in Germany (**STIHL**). STIHL develops, manufactures and distributes outdoor power equipment for forestry, agriculture, landscape maintenance, construction and private consumers. In addition to chainsaws, STIHL’s portfolio includes a wide range of power equipment such as brushcutters, hedge trimmers, blowers, mistblowers, cleaning systems, cut-off machines, earth augers, lawn mowers and robotic mowers. The battery-powered product business is our main driver of growth. With a rising volume of investment in the digitalisation of our products and services, STIHL is currently transforming itself from an engineering company to a provider of mechatronic and software solutions. STIHL distributes its products through 55,000+ authorised, independent servicing dealers as well as its own online shops. STIHL consists of 42 sales and marketing subsidiaries, approximately 120 importers, and operates in over 160 countries.

The following figure outlines the corporate structure of STIHL:

STIHL

1.2 Operations

STIHL has manufacturing operations in seven countries: Germany, the U.S, Brazil, Switzerland, Austria, China and the Philippines. STIHL Australia became part of STIHL in 1971, with responsibility for marketing and distribution in Australia and the Pacific Islands. STIHL Australia is a proprietary company limited by shares and the registered office and principal place of business is located at 5 Kingston Park Court, Knoxfield Victoria 3180.

Our Central Distribution Centre in Knoxfield, Melbourne, supplies product to state warehouses in Queensland and Western Australia using computerised storage and retrieval systems. We import products manufactured by STIHL in Europe, Asia and the USA and distribute the products through a network of over 600 specialist dealers in both rural and metropolitan markets. Our dealers are independent from the business (they are not franchised). We do not own or control any entities and therefore mandatory reporting criteria 6 is not applicable to our business.

STIHL Australia employs approximately 100 employees in Australia who perform roles across the following divisions:

- Executive management
- Finance
- Information Technology
- Sales
- Supply chain
- Marketing
- Human Resources
- Retail Development
- Product, Technical and Training

Over 90% of our employees are employed on a permanent, full time basis. We have a small number of part time employees and casuals in our distribution centres. In our QLD and WA locations,

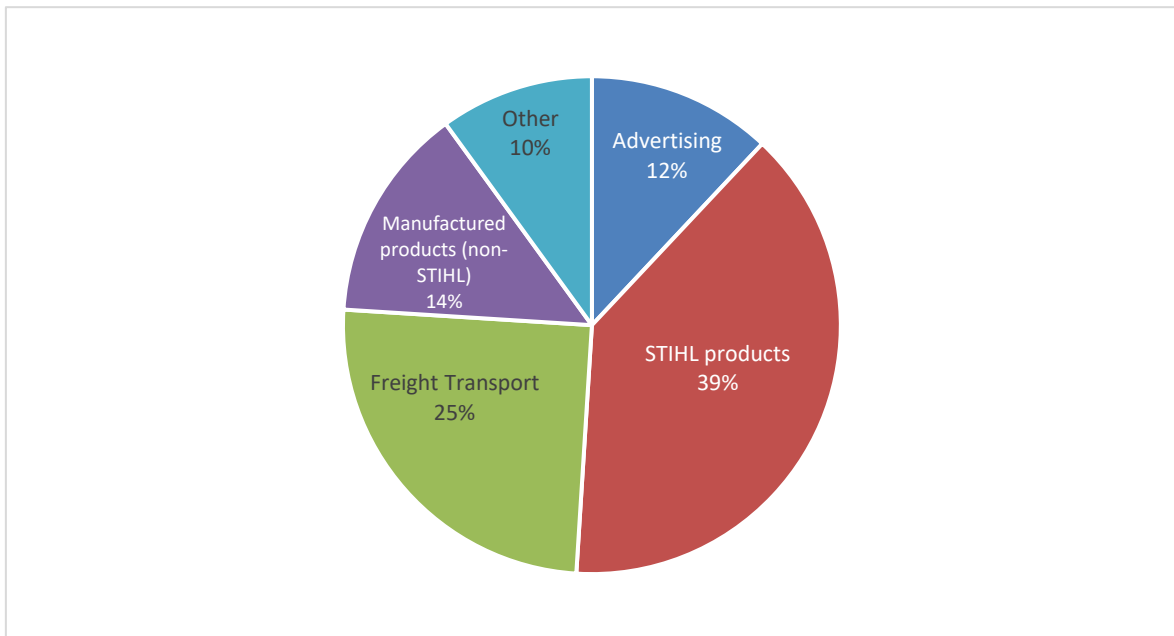


employees perform roles such as field sales, product training support, warehouse storeman / picker and packer. In Victoria, employees perform roles such as customer service, executive management, finance, IT, administration support, marketing, human resources, field sales, product training support, warehouse storeman / picker and packers.

We make every effort to create secure jobs. In doing so, we make a contribution within our means to achieving the target of full employment, as stated in the goal “Decent work and economic growth” (United Nations Sustainable Development Goals, SDG 8).

1.3 Supply Chains

Our supply chain does not change substantially from year to year given the stable nature of our business model and products. As such, the description of our supply chain as contained in our previous modern slavery statements remains current. By way of overview, the approximate breakdown of our main procurement categories from the Reporting Period is shown below:



Goods and services not for resale

In 2022, we procured from over 300 third party suppliers. Of these, freight/transportation, advertising, chemical manufacturing, visual merchandising systems, printing and printing support services, vehicle leasing, safety equipment were the main categories of spend on goods and services not for resale during the Reporting Period. As noted in our previous modern slavery statement, STIHL Australia typically procures goods and services predominately from suppliers domiciled in Australia across a number of sectors, including:

Freight/Transportation	Security	Financial/Accounting
Professional services	Gardening/landscaping	Cleaning
Graphic design	Commercial and retail shop fitters	Event management
Marketing	Building design	Document management
ICT services, hardware & software	Catering & staff amenities	Hand tools and cutting blades and wheels
Fleet leasing	Forklifts	Hotels
Promotional products	Recruitment	Storage



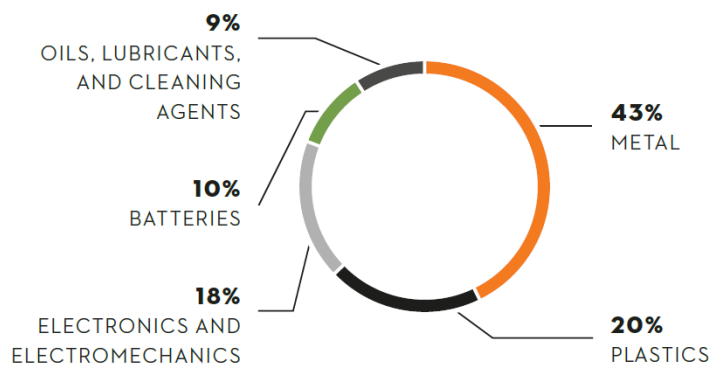
Commercial leases	Recycling	Steel wedges and steel shelving
Occupational health and safety	Signage	Postage
Utilities	Office consumables and clothing	Industrial machinery, including vacuum cleaners, and machinery rental
Helmets, glasses and safety gear	Contract packing	Augers and drilling parts
Oils and fuel stabiliser additives	Purchase store displays and shop fitting modules	Property/landlord

Of the top 12 suppliers by spend, approximately half of them are subsidiaries of global companies producing products globally, much like our own supply chain which relies on extensive supply chains. Therefore, although our suppliers are primarily located in Australia, a number of them supply us with products manufactured elsewhere and each of them will have their own extensive supply chains.

STIHL products

STIHL Australia’s largest spend annually is on the importation of products manufactured by STIHL for distribution from several worldwide locations. Products include power equipment as described in paragraph 1.1 of this Statement as well as fuels and lubricants, accessories and personal protective equipment. The worldwide manufacturing network consists of STIHL owned and operated production plants in Germany, Switzerland, Austria, USA, Brazil and China. All production is under the control of STIHL and subject to STIHL policies. Products manufactured overseas include, for example, spare parts in Austria, and chain in Switzerland.

The graph below sets out the purchasing volume of essential production by type of material. It is a consolidation of STIHL production sites.



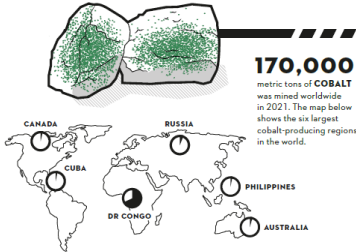

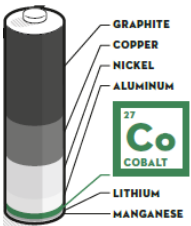
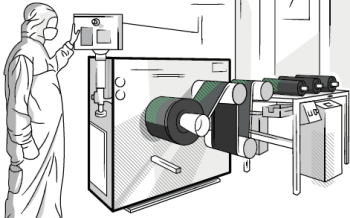
¹ Production companies only, not including ZAMA Group.

The 2022 Sustainability Report published by STIHL (**Report**) can be viewed on the company website at this link <https://sustainabilityreport.stihl.com/2022/> . As noted in the Report, “a significant portion of our purchased materials is attributable to raw materials and upstream components such as steel, magnesium, plastic or electronic modules. STIHL uses them to make many key components of our products ourselves. Our above-average vertical integration protects our expertise in key areas of technology and ensures our ability to manage the individual steps of the production process ourselves and meet our high STIHL quality standards. The operation, maintenance, and repair of our equipment, along with IT services and technical services, account for the lion’s share of our indirect purchasing needs.”




From raw material to battery pack

STIHL's battery powered equipment relies on the production of battery cells and battery pack production. The table below provides an overview of the journey from raw materials to battery packs found in STIHL equipment:

<p>Raw materials</p>		<p>Cobalt is primarily produced from copper and nickel ores. More than half of all cobalt reserves are located in the southeast of the Democratic Republic of Congo, where the political situation is extremely unstable. Only 10 to 20 percent of the mines there are operated legally. The legal ones are comparatively large and mechanised, and they produce around 80 to 90 percent of the country's cobalt. The remaining reserves are mined by small, illegal operations with extremely poor, dangerous, and lawless working conditions. For the locals, however, working in these illegal mines is often the only way to earn a living. Environmental damage through water pollution caused by cleaning the cobalt also has an adverse impact on people's health in the region.</p>
<p>Smelters, refiners and input materials</p>		<p>Cobalt is separated from nickel, copper, and other byproducts in the smelter, before being sent to the refinery for further processing. Most cobalt producers are located in China. The pure cobalt is delivered in the form of solid blocks, slabs, or powders that form the basis for further processing. This part of the cobalt supply chain lacks transparency. Because smelting and refining are high - energy processes, the production of cobalt is assumed to have a large carbon footprint. In addition, chemical waste, toxic gases, and particulate matter often cause soil, water, and air pollution.</p>
<p>The battery cell</p>		<p>Rather than manufacturing battery cells in-house, STIHL procures components from a handful of carefully selected suppliers.</p>
<p>Manufacturing battery cells</p>		<p>The process of manufacturing a battery cell starts with two electrode sheets. Together with other minerals and additives, the cobalt is turned into a paste and applied to a carrier sheet. This sheet is then compressed using rollers and cut to size. After that, alternating cathode and anode sheets are stacked together to create the battery cell. Lastly, the pole contacts are connected up and an electrolyte is added. Most battery cell production sites are located in China. Typical risks there include long working hours, low</p>



		pay, a lack of safety in the workplace, and insufficient environmental protection. STIHL seeks to provide greater transparency regarding STIHL's battery cell suppliers and their production sites through a cloud-based sustainability assessment platform. This allows STIHL to work toward realising improvements in collaboration with suppliers along a defined development pathway.
Battery pack production		Battery packs consist of a group of battery cells, which are grouped together in a housing that protects them from their surroundings. Many STIHL battery packs are manufactured in-house in partnership with battery cell suppliers. High-performance packs for professional applications are also produced at STIHL's own battery pack production facility in Germany. All STIHL battery packs exclusively contain lithium-ion batteries.

2 Risks of modern slavery practices in operations and supply chains

2.1 Modern slavery risks in our operations

STIHL Australia's business does not change substantially from year to year given the stable nature of our business model. As such, the description of modern slavery risks in our operations as contained in our previous modern slavery statements remains current.

To re-cap on our assessment of modern slavery risks in our operations, we consider there to be a low risk that our business has caused or contributed to adverse human rights impacts. This assessment is based on the fact that the vast majority of our operations are performed in Australia – a country with a lower prevalence for modern slavery risk according to the Global Slavery Index (GSI). This is not to say that slavery does not exist in Australia. To the contrary, STIHL Australia acknowledges that the recent GSI reported approximately 41,000 people experiencing modern slavery in Australia. However, the industrial relations laws in Australia are highly regulated and we comply with all applicable legislation and have policies and procedures in place in relation to recruitment and workplace relations. All of our employees are remunerated in excess of minimum award wages and remuneration reviews are conducted annually having regard to the consumer price index changes and comparable pay rates for similar positions held in other companies. We also benchmark wages against modern award rates.

STIHL Australia utilises labour hire services to source workers at our warehouses for packing and picking work. People performing base-skilled labour such as warehouse workers may be considered vulnerable to modern slavery practices. However, we consider these risks to be mitigated by our engagement of reputable and registered labour hire agencies based in Australia.

2.2 Modern slavery risks in our supply chains

Modern slavery risks in the supply chain of STIHL-manufactured products

The largest concentration of our supply chain is reliant on that of STIHL's own supply chain in the production of power equipment, which we procure for resale in Australia. Therefore, the risks of modern slavery, as described in STIHL's 2022 Sustainability Report reflect the types of risks that permeate our supply chain by virtue of our supply arrangements with STIHL.



For example, the risks of forced and child labour in the mining of cobalt and other raw materials and in the processing of those materials in the smelters and refiners in jurisdictions with weak rule of law and state-imposed labour. Manufacturing facilities in countries with an increased prevalence of modern slavery also increases the chances of workers being exploited in situations of debt bondage, forced labour and trafficked labour.

On 28 September 2022, the US Department of Labor released an updated List of Goods Produced by Child Labor or Forced Labor comprising 159 goods from 78 countries and areas (**List**).¹ Electronics manufactured in China remains on the List as having risks of child labour or forced labour. STIHL's production sites, including subsidiaries within the ZAMA Group, are located in the Philippines, China and Hong Kong. By virtue of the geographic location of STIHL's manufacturing in China, there are risks of modern slavery in the supply chain of the production materials, namely, electronic modules purchased locally in China. In efforts to mitigate the risks of operating plants in jurisdictions considered to have increased risks, STIHL implements its policies globally to manage modern slavery, human trafficking, forced labour and other forms of human rights risks.

As noted previously in this Statement, a significant portion of STIHL's purchased materials and components is attributable to steel, plastic and electronic modules. These materials and components have long and complex supply chains before they reach STIHL production sites. Therefore, the most significant modern slavery risks are likely to exist well beyond the first tier of our supply chain.

As reported in June 2022 and touched upon in our previous modern slavery statement, Sheffield Hallam University published a report on the links between polyvinyl chloride, a type of plastic, manufactured with forced labour in China.² Although the bulk of STIHL's plastic production is based in Waiblingen, Germany, the raw materials may be sourced from suppliers and intermediaries sourcing from third parties overseas which increases the risk that components made with forced labour unknowingly make their way into the plastics found in STIHL products.

In December 2022, Sheffield Hallam University reported on the risks of forced labour in the automotive sector, revealing the extent to which vehicle components are sourced from forced labour in China, implicating the majority of OEMs in the industry via the conduct of their suppliers.³ Electronics, steel and batteries were some of the components mentioned in the report as having been manufactured using state-sponsored labour transfer schemes then sold to intermediaries. These components are also typically found in STIHL's product supply chain which is why the report was of relevance to us in our understanding of modern slavery risks in the later tiers of our supply chain.

During the Reporting Period, the Covid-19 pandemic and the Russia-Ukraine war exacerbated the continuum of exploitation increasing the prevalence of modern slavery. The culmination of these events ultimately had an impact on materials shortages and supply bottlenecks. However, we acknowledge foremost the adverse human rights impacts on vulnerable people intertwined through our supply chains resulting from the pandemic and conflict.

Having regard to the United Nations Guiding Principles on Business and Human Rights (**UNGPs**), we remain of the view that our main exposure to modern slavery risk is via the supply chains of our third parties, rather than any direct causal impacts or contributory actions of STIHL Australia's business.

Modern slavery risks in our supply chain of goods not for resale

As noted in the description of our supply chain of goods not for resale, freight comprises a significant portion of our annual procurement spend. STIHL manufacturing sites organises the shipping of STIHL products to Australia so international shipping is not a procurement category of

¹ [List of Goods Produced by Child Labor or Forced Labor | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov/eis/whistleblowers/child-labor-forced-labor)

² <https://acrobat.adobe.com/link/track?uri=urn%3Aaaid%3AAscds%3AUS%3A9b472e06-2bc7-49bb-82b0-7b1f85555b2c&viewer%21megaVerb=group-discover>

³ <https://www.shu.ac.uk/helena-kennedy-centre-international-justice/research-and-projects/all-projects/driving-force>



STIHL Australia. Nevertheless, international shipping indirectly falls within our supply chain by virtue of the supply chain of STIHL. Modern slavery in the maritime industry has been the subject of investigations by International Transport Workers' Federation (ITF) as well as the media over the past few years. Reports have shed light on the isolated working conditions faced by seafarers with limited access to communication with the outside world, making seafarers vulnerable to exploitation and modern slavery. The fragmentation of regulatory oversight among flag states, and practical limitations on effective enforcement of basic conditions on board vessels, exacerbate the problem.

In terms of our domestic freight supply chains, we reviewed the modern slavery statements of our main freight transport service providers and freight forwarding service to identify the risks of modern slavery. They each noted that the risks are limited in respect of their direct workforce. However, the risks have been assessed as greater within the workforce of their third-party suppliers providing transport and logistics workers.

After freight transport, manufactured products (not for resale) constitutes the second highest category of procurement spend by STIHL Australia. Products include those from the chemical manufacturing sector, steel fabrication and metalworking sector, industry, worker safety and consumer goods sector. Our suppliers providing goods and services in these sectors inevitably rely on global supply chains for the provision of raw materials and production processes. As such, the modern slavery risks in their supply chains are likely to be similar those that we have described in respect of the STIHL manufactured products, namely, beyond the first tier and within supply chains reliant on vulnerable populations and in jurisdictions with a greater prevalence of modern slavery.

3 Actions to assess and address the risks

3.1 In our operations

In 2022, STIHL joined the United Nations Global Compact, which demonstrates STIHL's commitment to align its corporate strategy with the Ten Principles on human rights, labour, environment, and anti-corruption. Going forward, STIHL will report on its status and ongoing activities periodically in a progress report to the UN Global Compact.

As described in our previous modern slavery statements, we have a number of policies in place to prevent or minimise the risk of modern slavery in our operations and supply chain. These policies, as summarised below, and continued to be implemented during 2022.

During the Reporting Period, STIHL set up a whistleblower system, which was rolled out across the group, including STIHL Australia, giving employees, business partners and third parties the opportunity to report concerns, anonymously if preferred. In 2022, the system received 19 reports, which STIHL investigated. Only in one case, involving a violation of an internal guideline, were the concerns that were raised upheld.

Also during the Reporting Period, STIHL developed a new code of conduct based on the principles of the International Labour Organization (ILO), in which we affirm the aim of complying with internationally recognised human rights standards.⁴ It was published in German and English on various platforms, initially internally, in late 2022 and has been undergoing a successive Group-wide rollout ever since. The code of conduct emphasises three main points, namely, the prohibition and abolition of child and forced labour, protection against discrimination and freedom of association and the right to collective bargaining:

⁴ <https://www.stihl.com/p/media/download/en-com/230131-Stihl-Verhaltenskodex-EN.pdf>



1.2 WE RESPECT HUMAN DIGNITY AND RESPECT HUMAN RIGHTS AND RIGHTS AT WORK.

In the STIHL Group, we respect, protect and promote compliance with internationally recognised human rights and good and fair working conditions. The STIHL Group respects the human rights of its employees and has set the prevention of human rights violations in the supply chain as a declared goal. In its decisions, the STIHL Group is guided by the corporate responsibility formulated in the United Nations Guiding Principles on Business and Human Rights and the 3-pillar model: protect, respect and remedy.

The STIHL Group's long-term values include trust, tolerance and employee participation. Degrading or humiliating behaviour that is likely to violate the dignity of another person, e.g. through discrimination, bullying, sexual harassment of any kind, threats or the use of physical violence and psychological coercion, has no place at STIHL. Mutual respect is our highest principle. Compliance with the fundamental rights and principles at work defined by the United Nations International Labour Organization (ILO) is a matter of course for the STIHL Group:

1. prohibition and abolition of child and forced labour:

We strongly reject child and forced labour in any form and advocate for their effective abolition.

2. protection against discrimination:

Discrimination on the basis of ethnic, national and social origin, gender, skin colour, age, language, disability or other characteristics, religious, political or other world view and sexual identity will not be tolerated.

3. freedom of association and the right to collective bargaining:

The STIHL Group is committed to freedom of association, the right to collective bargaining and „equal pay for equal work“. Trust and constructive cooperation characterise our dealings with employee representatives.

Principles of Social Responsibility⁵

STIHL has adopted principles that describe how we view our responsibility to the company, its staff and the community in equal measure. STIHL Australia respects the cultural, social, political and legal diversity of societies and nations. It also observes compliance with internationally proclaimed human rights. Our Principles:

- supports the principle of the social market economy and competition
- acknowledges their employees' freedom of association
- rejects any form of forced labour and child labour
- observes equality of opportunities in recruitment and employment

⁵ <https://www.stihl.com.au/principles-of-social-responsibility.aspx>



- undertakes to maintain health and safety at work at a high level and to seek constantly to improve it
- supports the integration of physically and mentally handicapped people

STIHL Australia's Whistleblowers Policy

STIHL Australia encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving the company. Accordingly, STIHL Australia provides protections and measures so that those persons who make a report may do so confidentially and without fear of intimidation, disadvantage or reprisal. The policy applies to protected disclosures made by:

- a Director, officer, employee, former employee or contractor of STIHL Australia;
- an individual who supplies goods or services to STIHL Australia;
- an employee of a person or entity who supplies goods or services to STIHL Australia (whether paid or unpaid);
- a legal representative of a person in the above categories

Recruitment Procedure

During the Reporting Period, we continued to require prospective employees to complete a national police check, provide proof of entitlement to work in Australia, and undergo a pre-employment medical. Employment offers are made subject to successful completion of these checks. Where we source staff via an agency, we use providers registered with the relevant authority, where registration is a requirement.

3.2 In our supply chain

Doing business responsibly goes beyond a company's own four walls. STIHL expects the same high standards from over 10,000 suppliers. Responsible labour and business practices, as well as environmental protection and transparency, are core values throughout STIHL's supply chain. During the Reporting Period, STIHL rolled out various processes and tools developed as part of the Sustainable Supply Chains project. The milestones included the completion of the first risk exposure analysis of suppliers to STIHL. As part of the analysis, STIHL classified them into four risk categories: low, medium, high, and extreme. In addition, STIHL introduced a cloud-based platform that STIHL group companies can use to check and monitor their suppliers' conformity with the relevant sustainability and compliance standards. We intend to implement this platform during the next reporting period. By the end of 2022, STIHL had already invited over 700 suppliers to join the platform. The decision to extend an invitation is based on a variety of factors, including the results of the risk exposure analysis.

Code of Conduct for Suppliers

During the Reporting Period, the Code of Conduct for Suppliers was updated and published on the company website.⁶ The Code is based on legal regulations such as the German Supply Chain Due Diligence Act, the principles of the United Nations Global Compact, the standards of the International Labor Organization (ILO), especially the Fundamental Principles and Rights at Work, and the STIHL Principles of Social Responsibility. The expectations of suppliers relate to: the prohibition of child labour, forced labour, fair working conditions, remuneration and working hours, equality and the prohibition of discrimination, freedom of association, occupation health and safety.

⁶ <https://www.stihl.com/p/media/download/en-com/V2-STIHL-Supplier-CoC-EN.pdf>



The Code also provides suppliers with access to STIHL’s complaint mechanism and sets out the right to conduct audits to verify compliance with the Code.

By the end of the Reporting Period, approximately 67 percent of STIHL’s largest suppliers to production companies had already signed the code of conduct.

An international reporting system that takes into account input such as the information on our internal platform is in place to monitor and audit existing suppliers. Suppliers may be required to undertake corrective measures if the annual risk analysis indicates that suppliers have failed to implement the Code. Termination is typically the last resort. There were no material violations on the part of suppliers during the Reporting Period.

Due Diligence

We reviewed the list of suppliers paid during the Reporting Period and assessed the risks of modern slavery in the goods not for resale and services by reference to industry risk and research into emerging risks. During the Reporting Period, we explored the suitability of the due diligence questionnaire deployed by STIHL for use in Australia with our suppliers of goods and services not for resale. However, given the bulk of our supply chain is linked to that of STIHL’s supply chain, we have largely relied on the work undertaken by STIHL to assess modern slavery risks in our supply chain. The 2022 Sustainability Report details the due diligence efforts from the Reporting Period. These include the pilot projects for analysing potentially critical supply chains for magnesium, cobalt and textiles which commenced in 2022. Importantly, STIHL continues to work with the Responsible Minerals Initiative (RMI) to promote the responsible mining, handling and purchasing of minerals globally.

Remediation

We did not receive any reports of or detect any instances of modern slavery in our operations or supply chain in 2022. If any such instances were brought to our attention and it was clear that we had caused or contributed to modern slavery, we would take guidance from the UNGPs. We would also undertake a full investigation of the situation to ensure that an appropriate corrective action plan is implemented and assess how similar impacts could be avoided in the future.






As explained in this Part 3, reporting is facilitated via a website which is made available to third parties, including suppliers (<https://Stihl.integrityline.com/>).

4 Assessing the effectiveness of actions

The following table provides an update on the progress of our goals, consolidated from over the past few years, and our next steps. Some of the goals have changed status from ‘completed’ to ‘ongoing’ or ‘in progress’ given the need for continuous improvement.

Goals	Ongoing	In progress	Completed	Next steps
Perform a gap analysis of our policies and procedures to identify areas requiring amendment to embed human rights considerations.				Seek to revise and update policies as required, particularly in light of STIHL’s membership of the UN Global Compact



Update our contract template for logistics services to include human rights considerations.				Track the number of Logistics Services Agreements that include the modern slavery terms.
Introduce questions in our RFP questionnaire to assess our suppliers' modern slavery reporting and level of commitment to assessing and mitigation potential human rights impacts in their operations and supply chains.				Develop a process by which a modern slavery questionnaire is completed as part of the RFP process.
Consider ways to implement due diligence screening for suppliers in order to identify those who are high risk.				Collaborate with STIHL to roll out the screening platform for Australia.
Raise awareness of modern slavery internally.				Develop training for staff with a procurement function as well as general training for all staff.
Review and update our 12 month roadmap to track our performance against the above goals.				Revise the roadmap to seek alignment with STIHL's sustainability efforts.
Roll out the new code of conduct for suppliers and provide training to staff with a procurement function on the code				

We will continue to track our progress against the above goals to assess the effectiveness of the measures being put into place to mitigate modern slavery risks in the sourcing practices and manufacturing of STIHL products and within our own operations and supply chains.

5 Other information

During the Reporting Period, STIHL became a member of the Cobalt for Development (C4D) initiative. Its goal is to improve the living and working standards for artisanal cobalt miners and their communities in the Democratic Republic of Congo. Ultimately, the project works to strengthen legal compliance, improve health and working conditions and manage environmental resources, with a focus on economic and social well-being. The project's flexible, modular approach is designed to be replicated and scaled



across mining sites and communities, in order to spark engagement with responsible mining practices and ensure that cobalt mining contributes to local development.

6 Process of consultation and approval

This Statement was prepared with the input of representatives from a number of functions including procurement, human resources, finance and compliance. As STIHL Australia does not control or own any subsidiaries, no additional consultation was required. STIHL Australia also worked collaboratively with counterparts at STIHL in Germany in respect of the product supply chain and sustainability reporting.

This Statement was approved by the board of directors of STIHL Australia on 30 June 2023 and signed by a director of the board.

A handwritten signature in black ink, consisting of a large, stylized 'L' followed by a horizontal line extending to the right.

Leeson Brook
Managing Director
30 June 2023



Annexure - Reporting criteria

Reporting criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	
6. Describe the process of consultation with any entities the reporting entity owns or controls	
7. Any other relevant information	