

ASSA ABLOY Australia

ASSA ABLOY

Modern Slavery Statement 2023

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Introduction

This modern slavery statement is made to comply with the requirements of the Modern Slavery Act 2018 (Cth) (**'the Act'**).

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Reporting Entities

This modern slavery statement is made by ASSA ABLOY Australia Pacific Pty Ltd (**'AAAP'**) on behalf of the ASSA ABLOY Australia group companies, which are listed in the Schedule to this statement.

AAAP is the parent company of all companies in the Schedule (together **'ASSA ABLOY Australia Group'**), which is in turn owned by a Swedish parent company, ASSA ABLOY AB, which is traded on the Swedish Stock Exchange.

This statement is a joint statement made by AAAP on behalf of all the ASSA ABLOY Australia Group in accordance with section 14 of the Act.

ASSA ABLOY Australia Group Structure and Operations

ASSA ABLOY has been operating in Australia in one form or another for over 24 years.

The ASSA ABLOY Australia Group ('AAAG') operates several manufacturing facilities in Victoria, New South Wales, Queensland, Western Australia and South Australia. AAAG also operates sales, service and administration offices in each state of Australia, and operates a research and development department.

AAAG is part of a group which represent the global leader in access solutions. ASSA ABLOY globally leads the development within door openings and products for access solutions in homes, businesses, and institutions. Our offering includes doors, door and window hardware, mechanical and smart locks, access control and service.

AAAG currently employees

1,307

EMPLOYEES IN THE GROUP

The largest employers are
ASSA ABLOY Australia Pty Limited

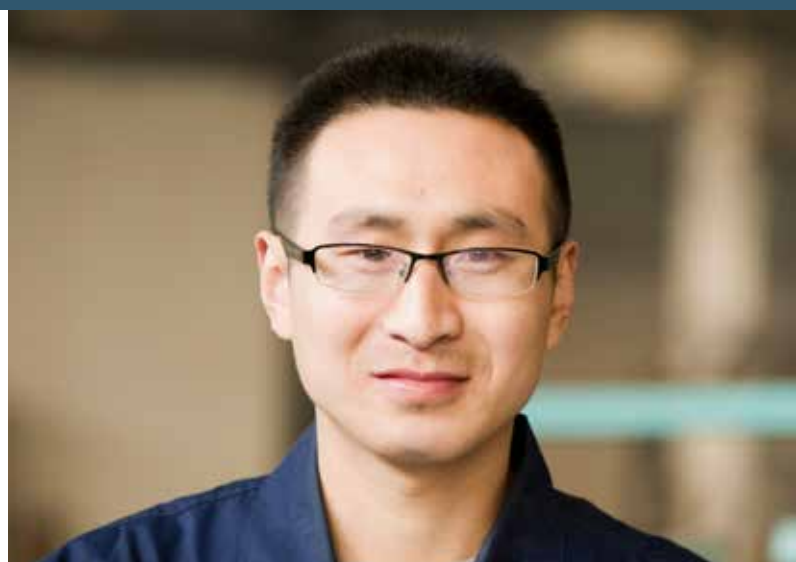
397

EMPLOYEES

Placard Pty Limited

196

EMPLOYEES



Modern Slavery



ASSA ABLOY Australia Group recognises the risk that modern slavery represents in society and condemns any use of modern slavery, as defined in the Act, by any AAAG company or any company in our supply chain.

AAAG complies with all laws and standards that we are required to adhere to in Australia, and expects that all AAAG suppliers also comply with the laws and standards in the countries in which they operate.

AAAG continues to reinforce its Modern Slavery Policy and improve related internal and supply chain processes to emphasise the expectations we have in relation to modern slavery for our group companies and suppliers.

ASSA ABLOY Australia Group Supply Chain

AAAG currently has

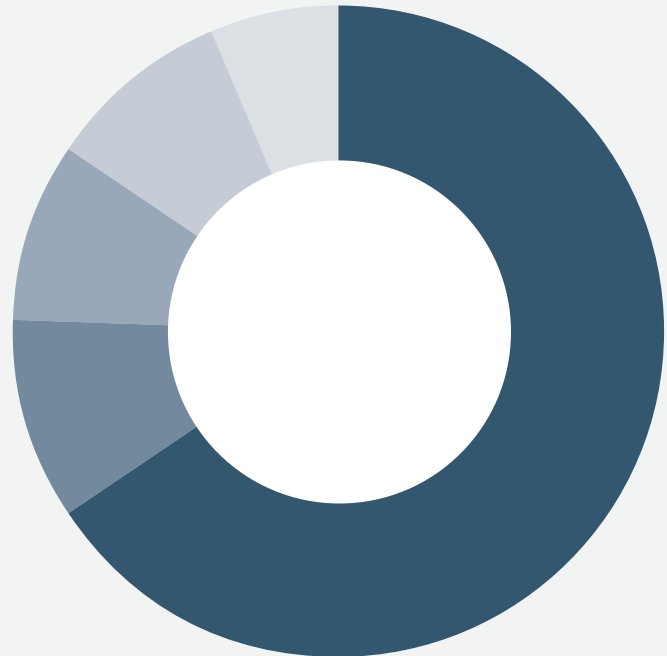
3,416

suppliers within its supply
chain with whom AAAG spent

\$319
MILLION

a total import
spent of just over

\$151
MILLION



The largest supplying
countries, based on dollars
spent in those countries are:

- 1. China – \$73m
- 2. Finland – \$11m
- 3. Taiwan – \$10m
- 4. France – \$10m
- 5. Hong Kong – \$7m

The categories supplied from these
countries include raw materials,
finished goods and services.

ASSA ABLOY Australia Group Supply Chain

Our Modern Slavery Statements are published on a relevant ASSA ABLOY corporate website to further demonstrate our focus and commitments in this area to our suppliers and customers.

To ensure that our suppliers meet our requirements in relation to the abolition of modern slavery, as well as other ethical and social behaviours, applicable supplier documentation requires key suppliers to read and confirm their compliance with and agreement to our Modern Slavery Policy and Business Partner Code of Conduct prior to accepting any orders from relevant entities within AAAG. Our Business Partner Code of Conduct also has a dedicated section in relation to Human Rights and Labor Standards to ensure that all our business partners are aligned with our expectations on this.



Risks of Modern Slavery Practices in our Operations and Supply Chains

In 2018, the Global Slavery Index was released, which identified countries where individuals were most at risk of being subject to modern slavery.

Upon review of our top five import suppliers, we confirm that none are contained within the 10 countries where modern slavery is most prevalent.

The supplies from China (our largest import country) are primarily imported from a company that is owned by ASSA ABLOY AB, the ultimate parent company of AAAG. Therefore, ASSA ABLOY AB has full oversight of its operations.

Upon review of our current process, AAAG remains confident that its current process is appropriate to address the risk of any modern slavery being located within our supply chain.



Actions Taken to Assess and Address those Risks, Including Due Diligence and Remediation Processes

In addition to actions taken above, applicable supplier documentation requires key suppliers to complete a Supplier Self Survey and Assessment prior to supplying AAAG.

In circumstances where the information provided by suppliers, such as in response to our Supplier Self Survey and Assessment, indicates misalignment with our Modern Slavery Policy, our commitment is to appropriately review the supplier's operations or supply opportunity and determine whether it is appropriate for AAAG to use that supplier.

If a supplier fails to comply or align with any mandatory element of our modern slavery requirements (or any similar ethical, environmental, or other supplier policy), we decline trading with them and advise them of the reason behind our decision.

Suppliers have the opportunity to reapply as a supplier to AAAG once they can show they have remedied all outstanding issues.

AAAG also conducts Sustainability Audits in relation to key suppliers in developing countries. This type of audit includes a focus on Workers' Rights and Modern Slavery. If any audited suppliers do not meet our expectations in this area, we may cease trading with them or, if there is an appropriate opportunity to use our relationship to push for positive change, we may give them a remedy period to enhance their operations in a way that aligns with our requirements – failing which trade would be ceased. Where our audit processes indicate close monitoring is appropriate, we seek to repeat these audits every half year. This ensures we can identify and respond to risks in a timely manner.

Effectiveness of AAAG's actions

AAAG has not, to date, found any supplier to be in breach of any modern slavery legislation or in breach of other environmental, or other supplier policies held by AAAG.

On this basis, we are confident that the processes entered into by AAAG remain effective in helping ensure our expectations in relation to modern slavery issues are appropriately recognised and met in our supply chain.

Consultation with Entities owned or controlled by AAAP

AAAP, as the parent Australian entity, has ultimate oversight of all AAAG entities in the context of key matters dealt with by this Statement.

AAAP is responsible for its group members and their employees. A webpage dedicated to Modern Slavery compliance has been published on a key AAAG entity intranet, incorporating our Modern Slavery Policy, to raise employees' awareness on this issue. We have also reinforced the reporting channel for potential breaches of our Modern Slavery Policy.

Steps of this nature help ensure that AAAG entities and their employees have a good understanding of modern slavery, the effects it can have on our supply chain, and how we seek to prevent it. This helps AAAG to mitigate Modern Slavery related risks.





Moving Forward

An aerial, high-angle photograph of a modern building's courtyard. The courtyard is paved with light-colored stone tiles in a grid pattern, with wide white stripes running diagonally. Several people are visible: one person in a dark coat stands in the upper right, another person in a dark coat walks in the middle right, two people in dark coats walk together in the lower right, and one person in a dark coat sits on a white bench in the bottom center. The overall scene is bright and open.

ASSA ABLOY Australia Pacific Pty Ltd and its group entities remain committed to applying appropriate practices and policies to ensure it is supporting the ongoing efforts across society and corporate Australia to help abolish modern slavery. AAAG is in the process to review its existing Modern Slavery Policy, supplier self-assessment forms, supplier onboarding process and audit process to improve our effectiveness to reduce the risk of modern slavery within our business and supply chain,

AAAG will continually review its suppliers for any increased risk and update all relevant supplier agreements and employee manuals as the modern slavery laws evolve.

Approval



This statement was approved by the Board of ASSA ABLOY Australia Pacific Pty Ltd on 29 Jun 2023 and is signed by Simon Ellis who is Executive Vice President and Head of ASSA ABLOY Opening solutions Pacific/North East Asia.

This modern slavery statement has been adopted across the ASSA ABLOY Australia Group.



Simon Ellis

Executive Vice President and Head of ASSA ABLOY Opening solutions Pacific/North East Asia.

Schedule 1 – Group Companies

Entity	ACN
ASSA ABLOY Australia Pty Limited	086 451 907
ASSA ABLOY Entrance Systems Australia Pty Limited	095 443 486
ASSA ABLOY Global Solutions Australia Pty Limited	088 022 548
ActivIdentity (Australia) Pty Limited	062 955 060
Secure Edge Technologies Pty Limited	103 561 075
The Denmore Group Pty Limited	071 823 651
Placard Pty Limited	074 646 343
Austral Monsoon Building Products Pty Limited	083 857 452
Lietzke Australia Pty Limited	076 172 051
Monsoon Industries Pty Limited	001 028 691
ASSA ABLOY Entrance Systems Industrial Pty Limited	601 182 629
ASSA ABLOY Door Group Australia Pty Limited	004 519 331
Record Automatic Doors Pty Ltd	601 122 874
D&D Group Pty Ltd	003 210 179
D&D Technologies Australia Pty Ltd	059 412 430
Go Doors Pty Ltd	623 240 906





The ASSA ABLOY Group is the global leader in access solutions. Every day, we help billions of people experience a more open world.

ASSA ABLOY

ASSA ABLOY Opening Solutions leads the development within door openings and products for access solutions in homes, businesses and institutions. Our offering includes doors, door and window hardware, mechanical and smart locks, access control and service.

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