

## **Joint Modern Slavery Statement for FY 23**

We, the undersigned entities listed below, jointly affirm our commitment to combat modern slavery in all its forms within our operations and supply chains. This statement is made in accordance with the Australian Modern Slavery Act 2018.

### **Entities Involved:**

1. Hyster-Yale Australia Holding Pty Ltd (ACN 101 464 073)
2. Hyster-Yale Asia-Pacific Pty Ltd (ACN 000 297 914)

### **Commitment to Combat Modern Slavery**

We are proud of the steps we have taken to combat slavery and human trafficking.

This statement outlines the measures we have taken to assess and reduce the risk of slavery and human trafficking occurring in our business or supply chains during the 2023 financial year. This statement also outlines our commitments to continue to mitigate risk in subsequent years.

### **Organisation's structure**

Hyster-Yale Australia Holding Pty Ltd is a 100% wholly owned subsidiary of Hyster-Yale Materials Handling, Inc. ("HYMH"). HYMH manufactures and sells materials handling equipment globally. Its ultimate parent company is Hyster-Yale, Inc. which has its head office in the United States and is listed on the New York Stock Exchange.

Hyster-Yale Asia-Pacific Pty Ltd is 100% wholly owned subsidiary of Hyster-Yale Australia Holding Pty Ltd.

The principal activities of the reporting entities during the financial year were the importation and distribution of materials handling equipment within the Asia Pacific region.

### **Our supply chain**

The supply chain involved in the production of HYMH's products is complex, with suppliers of goods and services based in Australia and worldwide. This can involve multiple tiers of supply between the source of the raw material and HYMH manufacturing processes. This complexity and limitations on visibility beyond the first tier of the supply chain presents a challenge to manage supply chain issues of modern slavery throughout the supply chain. Therefore, to date our work to address risks of modern slavery within our supply chain has been focused primarily on our Tier 1 suppliers. To address sub-tier supplier visibility, we have invested the tools and resources to map our supply chain sub-tier suppliers and vet them for any potential regulatory issues including forced labor. These activities are ongoing.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains, or in any part of our business. Our processes and policies reflect our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence. Risk Assessment and Management for slavery and human trafficking**

To ensure all those in our supply chain and contractors comply with our values, HYMH also actively manages the relationships with Tier 1 suppliers through direct buyer interactions and regular supplier meetings. As part of our initiative to identify and mitigate risk we have a supply chain compliance program. This program includes elements relating to the selection of suppliers, award of business and management of supplier relationships as set out below:

1. Initial investigations with potential new suppliers are managed through our standard 'Business Interface Assessment Requirements' document. With this form, we check that the Supplier complies with Australian Modern Slavery Act 2018 (Cth.) Requirements. If a supplier cannot support this requirement, we do not progress any further with that supplier.
2. Supplier adherence by including clauses in our standard procurement contracts and our Terms and Conditions of Purchase which require our suppliers to adhere to Modern Slavery legislation and entitle our company to audit them in that regard.
3. Meetings with suppliers and (where possible) on-site visits.
4. Every production supplier who utilizes HYMH's global supplier order portal (from 2020) is required to confirm their commitment to understanding and eliminating modern slavery, child labour and human trafficking within their own business and supply chains. Access to this portal is only granted based on this commitment.
5. In 2023, approximately 240 core suppliers were reminded of the expectations and obligations to comply with legal requirements and supply chain due diligence in combating Modern Slavery through their Annual Supplier Acknowledgement ("ASA") communication. On this document, suppliers are provided with the links to our published statements, and they are required to acknowledge their understanding of these requirements. These ASAs are reviewed and further discussed by the Commodity Managers at Annual Supplier Meetings, as a reminder of supplier obligations in confirming their understanding of modern slavery risks and ensure there is no modern slavery within their own business and supply chains.
6. Each year, HYMH issues an annual supplier survey to key production suppliers which seeks to confirm the origin of conflict minerals in order to comply with the Dodd Frank Act section 1502 and improve knowledge of HYMH's supply chain and encourage responsible sourcing.

### **Supplier adherence to our values**

Meetings with HYMH suppliers include on-site visits and supplier audits. The on-site visits can be particularly effective at detecting unacceptable business practices. HYMH recognises that there has been a high incidence of human rights violations (including modern slavery) in connection with the supply of conflict minerals.

## Our effectiveness in combating slavery and human trafficking

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our supply chain staff. We also require our business partners to provide training to their staff, suppliers, and providers.

In 2023, we conducted these essential trainings. We are committed to continuing this important initiative in 2024, focusing on raising awareness about key indicators of modern slavery and human trafficking. Our goal is to ensure that employees are well-informed about their roles and responsibilities in identifying and reporting such issues.

### Further steps

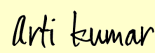
Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

1. More in-depth Questionnaire including social audit questions developed to enhance our ability to identify indicators of modern slavery practices. This will be issued to additional suppliers in 2024.
2. Develop and implement a risk matrix within our supply base, to identify any high-risk countries or commodities, and prioritise these for on-site audits using the enhanced tool kit.
3. Continue to develop a map of our supply chain sub-tier suppliers and vet them for any potential regulatory issues including forced labor.

This statement was approved by the Board of Hyster-Yale Australia Holding Pty Ltd and Hyster-Yale Asia-Pacific Pty Ltd on behalf of the Australian Modern Slavery Act 2018 reporting entities for financial year ending 31 December 2023.

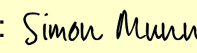
Name: Arti Kumar

Title: Director

Signature:   
DocuSigned by:  
94B13096280640E...

Name: Simon Munn

Title: Director

Signature:   
Signed by:  
7B32F16F1CEF479...

DATE: 12 September 2024