
Modern Slavery Statement

1 July 2024 to 30 June 2025

LIEBHERR



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Message from the Board of Directors

At Liebherr Australia, we believe that by actively working to identify, prevent and mitigate adverse human rights impacts in our business and through engagement with our suppliers, we can contribute to a better, more sustainable future.

We pride ourselves on collaborating with our workforce, suppliers and customers to promote human rights and address risks of modern slavery.

During the 2024-25 financial year, we continued with our proactive approach to modern slavery risk identification and management. We strengthened the scope and depth of our supply chain due diligence, maintained a strong focus on training our employees and continued to actively screen for modern slavery risks as part of our supplier onboarding process.

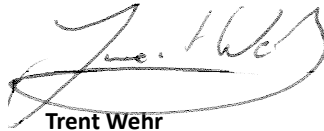
The Board of Directors is proud of what we have achieved during the past year, and we acknowledge that there is always more for us to do. We are committed to continuing to build on our work in the years ahead and striving to exemplify best practice approaches on modern slavery.

Liebherr Australia Board of Directors



Andrew Schultz

Managing Director Finance and
Administration



Trent Wehr

Managing Director National Mining

Reporting entity

This modern slavery statement ("**Statement**") is made on behalf of Liebherr-Australia Pty Ltd (ACN 007 970 452) ("**Liebherr Australia**") in compliance with the *Modern Slavery Act 2018* (Cth) ("**Modern Slavery Act**"). Liebherr Australia do not own any other entities which operate in Australia but does operate in New Zealand under the same entity as a registered overseas ASIC company with NZBN: 9429038771866.

This is Liebherr Australia's sixth Statement, which has been prepared for the financial year of 1 July 2024 to 30 June 2025.

About us

The Liebherr Group is a family-run company with a highly diversified product range operating more than 140 companies worldwide. The company is one of the largest construction equipment manufacturers in the world. The parent company of the Liebherr Group is Liebherr-International AG with its registered office in Bulle, Switzerland. All its shareholders are members of the Liebherr family. Liebherr Australia is part of the Liebherr Group.

Liebherr Australia was first incorporated as a company in 1981 and shortly thereafter, the new head office complex in Adelaide was built. Since then, the company has expanded considerably with offices across Australia and New Zealand. Today, Liebherr Australia sells and supports a range of Liebherr products including mobile and crawler cranes, offshore cranes, tower cranes, deep foundation machines, earthmoving and mining equipment.

In order to best support our customers, we have sites in Adelaide, Brisbane, Mackay, Melbourne, Sydney, Mount Thorley, Newman, Perth, Rockingham, Yatala, Unanderra, Pymont and Kalgoorlie. In addition to the sales and services offered at all Liebherr Australia sites, the Adelaide, Perth, Mackay and Mt Thorley sites are home to bucket manufacturing and bucket repair facilities. We also operate a national distribution centre and a remanufacturing centre in Adelaide. Both are established to provide industry best practice standards of remanufactured components and parts for our customer fleets.

Our core values

Liebherr Australia actively implements and promotes the core values of the Liebherr Group including:

- Highest quality in everything we do;
- We are innovative;
- We are a trustworthy partner;
- We are independent;
- We accept responsibility; and
- Our employees are a key factor in our success.

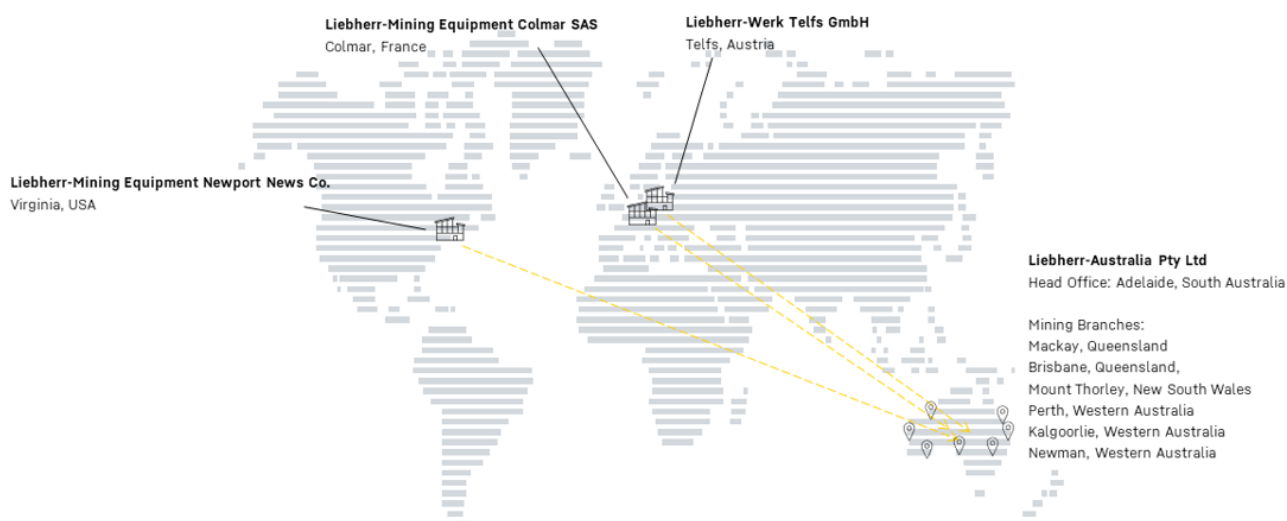
Our supply chain

The Liebherr Australia supply chain consists of goods and services that support our operations in Australia and New Zealand. Our greatest expenditure is in remuneration, and thereafter our supply chain is predominantly related to expenditure that provides the equipment, manufacturing services, facilities and other support required to enable delivery of our goods and services.

The Liebherr Australia supply chain has not changed substantially since the last financial year. Our first-tier suppliers remain predominantly based in western Europe and Australia where the risk of modern slavery is low according to the Global Slavery Index.¹

Our key supply chain categories

	Raw or Operating materials		Office expenses
	Non-production consumables		Catering
	Spare parts		Government departments and agencies
	Manufacturing/Services linked to a sale		Motor vehicle
	Cleaning		Transport
	Technology/Telecommunications		Property
	Plant/Equipment hire		Utilities
	HR services		Banking/Consulting
	Travel		Liebherr internal



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¹ Global Slavery Index 2023.

Snapshot from the last 12 months

- Commenced engagement with Tier 2 suppliers through the Self-Assessment Questionnaire ('SAQ');
- Continued to utilise our onboarding process to allow for a preliminary risk assessment of all new suppliers;
- Issued our Group Supplier Code of Conduct to all new suppliers;
- Included modern slavery obligations in new contracts with suppliers; and
- Continued to issue online modern slavery training to key internal stakeholders.

Assessing and addressing risks of modern slavery

Liebherr Australia is part of a global operation that works closely with our divisional holding companies. Due to the nature of our business and our approach to governance, we assess that there is a low risk of modern slavery in areas where we have operational control.

We acknowledge that some of our suppliers providing goods and services are from categories that the *Modern Slavery Act 2018 - Guidance for Reporting Entities* ('**Government Reporting Guide**') deems as higher risk – for example cleaning services and textiles.

In previous reporting periods, Liebherr Australia has primarily focused on identifying and addressing modern slavery risks within our Tier 1 suppliers (those providing goods or services directly to us). Using a risk-based approach guided by the *Government Reporting Guide*, we mapped Tier 1 suppliers covering 80% of our external spend and prioritised high-risk categories for further assessment. A total of 119 SAQs have been issued to Tier 1 suppliers, 71 issued in FY23 and 48 in FY24. Across both periods, the average supplier risk rating was medium. While the majority of suppliers (68%) were domiciled solely in Australia, where the risk of modern slavery is generally low, most demonstrated the need to further develop internal processes to manage modern slavery risks. Additionally, 13% of suppliers operated in one overseas jurisdiction and 32% were active across multiple overseas jurisdictions, adding complexity and increasing potential exposure to higher risk regions for modern slavery.

While it is important our focus remains on Tier 1 suppliers, it is our goal to also seek opportunities to broaden our understanding of modern slavery risks within our Tier 2 supply chain (those we have an indirect relationship with). As part of our approach to managing modern slavery risks, we recognise that risk can also exist beyond our Tier 1 suppliers. For example, where we engage a travel management company to arrange accommodation on our behalf, the hotels providing those services are considered Tier 2 suppliers. While we do not have a direct contractual relationship with these providers, we acknowledge the importance of understanding and mitigating risks further down our supply chain.

During this reporting period, we assessed opportunities to improve transparency in these indirect arrangements and considered how existing due diligence practices might be expanded to include relevant high-risk categories.

The SAQ continued to be used in this reporting period as a key tool to enhance our understanding of how suppliers manage modern slavery risks within their own operations and supply chains. Specifically, we targeted the Tier 2 suppliers of our travel management company that made up the top 80% of nights stayed by Liebherr Australia's employees during 2024.

Assessment findings

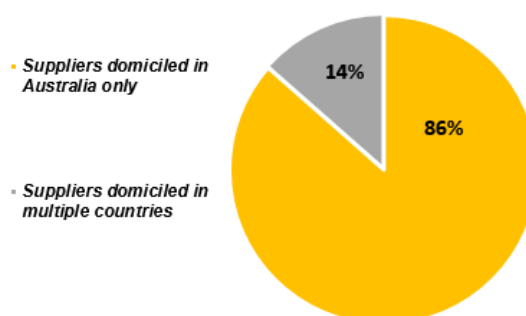
In this reporting period, we issued 75 SAQs to Tier 2 suppliers and received 38 responses, including one supplier who formally declined to complete the assessment. Despite follow-up efforts, the remaining suppliers did not respond, which we recognise as an ongoing challenge in supplier engagement.

Of the suppliers that did respond, 86% reported being domiciled solely in Australia, while 14% operate across multiple countries. The average risk rating of the suppliers was low.

While the majority of suppliers reported being domiciled in Australia, we note that many large accommodation providers operate across multiple jurisdictions. Although suppliers domiciled in Australia only are generally considered low risk, risks may still exist within their broader supply chains, particularly where goods or services are sourced from countries with a higher modern slavery risk rating.

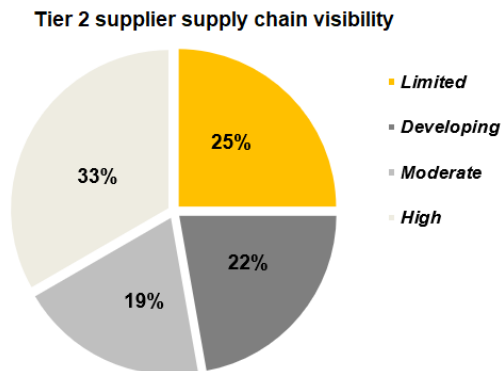
This brings the total number of suppliers we have sought to engage through our modern slavery program to 194.

Tier 2 domiciled location breakdown



Assessment findings continued

As part of our SAQ, suppliers were asked to identify the level of supply chain visibility they possess over their own supply chain. We can report that 52% responded with moderate to high visibility however the remainder was developing or limited.



Furthermore, we note that of the 37 Tier 2 suppliers that completed or partially completed the SAQ:

- 68% are required to report under the Modern Slavery Act or equivalent legislation in other jurisdictions;
- 62% indicated that their staff undertake modern slavery training; and
- 59% indicated that they consider modern slavery risks as part of their supplier onboarding process.

Tier 2 suppliers who were issued with the SAQ were also expected to review and sign our Supplier Code of Conduct. Of the 37 responses received:

- 21 suppliers signed and returned the Supplier Code of Conduct;
- 35 acknowledged receipt and expressed agreement, though did not formally sign the document; and
- 2 suppliers declined to accept our Code of Conduct and instead submitted their own organisation's Code of Conduct.

Addressing our modern slavery risks

Liebherr Australia manages the identified and potential risks in our supply chain and operations through directives, policies, procedures and work instructions.

Supply chain

Contracts

Where appropriate, for all new and existing suppliers we utilise our standard form agreements. Within those agreements we have included a modern slavery clause. As a result, suppliers are required to assess and address risks of modern slavery in their operations and supply chains. Further, suppliers

are required to notify us if they become aware of actual or suspected modern slavery.

For suppliers that we transact with on their standard form agreements where possible we seek the inclusion of our modern slavery clause or similar if one does not already exist. While we acknowledge that contractual commitments do not in isolation amount to due diligence or effectiveness, they do provide a contractual obligation on our suppliers to assist us when we wish to undertake our own investigations into the working conditions in our supply chain. We also ensure that we have contractual rights to information about our supplier's supply chain that provide us with the capacity to undertake appropriate due diligence where we have concerns of elevated risks of modern slavery.

Supplier onboarding

The supplier onboarding process includes a request for prospective suppliers to disclose their country of domicile and the category of goods or services they will provide. This information is then assessed against a risk matrix by Procurement to determine whether a SAQ is required at the onboarding stage or can be deferred to the next supply chain mapping cycle. In addition, all new suppliers are expected to review and sign our Supplier Code of Conduct to ensure alignment with our values. During this reporting period, 406 new suppliers were onboarded, of which 4 were identified as requiring a SAQ and were issued the questionnaire accordingly.

Liebherr Australia expects everyone participating in our supply chain to conduct their operations in an ethical manner and in compliance with their legal obligations. The supplier onboarding process aims to reduce the probability that we engage with a supplier that uses child labour, forced labour, discrimination or harassment or other kinds of prohibited behaviour under the Modern Slavery Act.

Self-assessment questionnaire

The SAQ continued to be used in this reporting period as a key tool to determine our understanding of how suppliers view and manage modern slavery risks within their own operations and supply chains. It also enables us to identify suppliers assessed as medium to high risk, potentially allowing for more targeted support, engagement and ongoing monitoring where necessary in the future.

Tendering

As part of our tender process, we request respondents to provide a copy of their modern slavery statement. The evaluation team is then able to identify and note how that supplier is meeting modern slavery legislative obligations and managing any potential modern slavery and human rights risks that may exist in that supplier's supply chain. Any risks are noted in the final assessment report.



Observation - Travel category

In 2024, we engaged our travel management company to better understand how they manage modern slavery risks within their own supply chain, as their Tier 1 suppliers represent our Tier 2 suppliers. As part of their due diligence process, the travel management company issues an annual modern slavery survey to Tier 1 suppliers, assessing risk based on geographic location, training and awareness programs, and the existence of relevant policies. We are pleased to report that in FY24, no suppliers were identified as having high or extreme risk. Most of their Tier 1 suppliers are large multinational organisations with established risk management frameworks. Where potential risks are identified, the travel management company engages directly with the supplier to seek assurance and improvement.

Operations and Governance

The Liebherr Australia Board agenda include standing items for procurement, legal, compliance and risk items which allows for ongoing monitoring, review and discussion of modern slavery matters at the board level.

Our staff

As of June 2025, we employ 1,746 direct employees constituting 1580 permanent full-time, 133 fixed term, 24 permanent part-time, and 9 casuals. In addition to our employees, we also had 33 contractors. We ensure that all employees, contractors and agency staff are able to demonstrate their eligibility to work in Australia prior to commencing work with Liebherr Australia.

We take a zero-tolerance approach to any instance of modern slavery by our employees, suppliers and contractors. Where we become aware of a potential instance of modern slavery, we are committed to working with the affected party or an appropriate authority to ensure the breach is addressed as soon as practicable.

Modern slavery procedure

Liebherr Australia has a modern slavery procedure that is available on its internal SharePoint page to all employees. Included are steps employees can take in instances or suspected instances of modern slavery. There was no amendment to the procedure from the previous reporting period.

Liebherr Australia employees are bound by the Liebherr Group's Code of Conduct. This requires employees to comply with applicable laws including those relating to modern slavery under the Modern Slavery Act. In addition, the same Code of Conduct specifically details the company's zero-tolerance approach to any instance of forced and child labour, human rights and/or discrimination both within our organisation as well as organisations we interact with.

Education and training

Fundamental to the identification of modern slavery is a clear awareness and understanding of how modern slavery

manifests in different situations. The eight types of modern slavery identified in the Modern Slavery Act require explanation and Liebherr Australia recognises that the key to a successful risk mitigation program is the education and training of our staff.

We continued to deliver our Modern Slavery Training online module as part of our mandatory training program to targeted employees. During the reporting period, we expanded access to the training to a broader group of employees who may be more likely to encounter modern slavery risks in the course of their work. The training portal includes automated email reminders for designated staff who have not completed the module within the required timeframe and reporting is available for outstanding training.

Resource support

To further strengthen Liebherr Australia's ability to address modern slavery matters the Contracts and Compliance Manager works closely with the Procurement department and Board of Directors to improve processes wherever possible.

Are we making a difference?

Liebherr Australia is committed to a program of continuous improvement to ensure that our efforts to identify, assess and address modern slavery risks are effective. We encourage stakeholders to provide feedback and the existing processes and procedures are regularly reviewed to incorporate changes and improvements as they are identified.

Over this and the coming reporting periods, we continue to focus on two key measures to identify how the modern slavery risk processes are being adopted across Liebherr Australia:

- the level of engagement and responses we are achieving with our suppliers; and
- continued and ongoing employee training.

Engagement with suppliers

Similar to the previous reporting period, we have seen a continued decline in the completion rate of SAQs among our suppliers. Despite regular follow up and offers of support, there remains resistance to participate. We suspect this may be due to several underlying factors, such as limited resourcing and understanding, particularly given that many of the Tier 2 suppliers we engaged are small or family-run businesses.

In addition, the quality of some responses has not met expectations. In several instances, it appears that minimal time and effort were invested by some suppliers. This insight will be important to consider as we refine our approach to engage suppliers further down the supply chain to foster deeper participation.

Notwithstanding the above comments, we recognise and appreciate the meaningful information a number of suppliers have provided.

Training evaluation

In the FY25 reporting period, there was a significant improvement to the overall successful completion from previous reporting periods. We are pleased to report that of the 245 employees registered to complete the training 195 have done so successfully. While this is a positive outcome, we recognise the need for continued improvement. On this basis we are committed to targeting those yet to complete it and additional employee groups in the next reporting period.

Consultation

This Statement has been drafted in consultation with the Contracts and Compliance Manager, Procurement department and in conjunction with the Board of Directors. As Liebherr Australia do not own or control any other entities, the requirements under section 16(1)(f) of the Modern Slavery Act do not apply.

Approval

Liebherr Australia makes this Statement in accordance with section 14 of the Modern Slavery Act and constitutes Liebherr Australia's Statement for the Australian financial year ended 30 June 2025.

This Statement has been approved by the Board of Directors on 12 August 2025.

Contact us

If you require any further information about Liebherr Australia's commitment to our modern slavery obligations, please contact:

- General Manager Procurement
+61 (8) 8344 0237; or
- Contracts and Compliance Manager
+61 477 522 762.