



Cargotec Australia Pty Ltd
Suite 2, Level 2
768 Lorimer Street
Port Melbourne Vic 3205
Australia

Cargotec Australia Pty Ltd

ABN: 72 097 663 431

Modern Slavery Statement

This statement applies to the following private companies that form the Cargotec Australia Pty Ltd Consolidated Group of Companies.

Cargotec Australia Pty Ltd (HIAB) – ABN: 72 097 663 431

Kalmar Equipment (Australia) Pty. Ltd. – ABN: 64 078 885 613

Cargotec Automation Solutions Australia Pty Ltd – ABN: 17 126 580 103

Inver Port Services Pty Ltd – ABN: 15 087 079 347

Company Overview

The companies are incorporated in Australia and are wholly owned by Cargotec Finland Oy.

Cargotec Finland Oy (Cargotec) is a leading International provider of cargo and load handling solutions with a goal of becoming the leader in intelligent cargo handling. HIAB offers equipment, service and spare parts that are used in the on-road transport and delivery industries. Kalmar's offering – cargo handling equipment, automation, software and services – are used in ports, terminals, distribution centres and various industries. Cargotec Automation Solutions Australia Pty Ltd provides software solutions to Australian port and terminal operators while Inver Port Services provides labour hire to various port terminal operators. The geographic footprint of the Australian companies is Australia, New Zealand and local Pacific Island countries such as the Solomon Islands and Papua New Guinea.

As at 31 December 2021 the companies employed a total of 264 employees.

Supply Chain Risks

HIAB and Kalmar Australia act as importers of product and spare parts from Cargotec related companies operating internationally. Cargotec Finland's Board of Directors has laid forth a Code of Conduct that applies to all employees, directors and third parties acting on behalf of the company. This Code of Conduct is based on the commitment to the UN Global Compact and ILO Declaration on the fundamental principles and rights at work.

Suppliers are expected to follow the same principles and those are set in the Supplier Code of Conduct where Cargotec emphasises the importance of a sustainable value chain. To achieve that, Cargotec expects its suppliers to follow sustainable business practices.

Cargotec appreciates long-term and localised suppliers throughout each business area. We choose our suppliers on the basis of objective factors such as quality, reliability, delivery and price. The Supplier Code of Conduct highlights human rights as one crucial element of sustainability. The supplier criteria aims to ensure that our suppliers conduct their business in compliance with international human rights and environmental laws.

In the supplier checklist, 20% of the questions are related to issues regarding the environment, labour, ethics and compliance, or health and safety. All new suppliers are audited against these supplier criteria prior to acceptance. Additionally, new strategic suppliers go through a more detailed risk assessment process to ensure further development in human rights work.

Governance and grievance mechanisms

Code of Conduct concerns and potential misconduct are reported to Cargotec's Ethics and Compliance team either directly or through the Speak-up line. The Speak-up Line is operated by an external provider and managed by the Ethics and Compliance team. All concerns are assessed according to a formal process which is overseen by the Code of Conduct Panel of the Cargotec Leadership Team, which is chaired by the CEO.

Cargotec is committed to respect human rights within their operations, as well as to comply with national and international laws and regulations. Cargotec strives to be a good corporate citizen in each jurisdiction in which it operates and want to be a safe and trusted partner for all of its stakeholders.

Approval

This Statement is approved by the Board of Directors of Cargotec Australia Pty Ltd and signed by the Chairman of Directors.

Yours sincerely,



Gregg Scanlan

Director

Dated: 16/6/22