

Modern Slavery Statement 2023

Bosch Security Systems Pty Ltd, ACN 068 450 171

Introduction

The Bosch Group is a leading global supplier of technology and services. It employs 429,000 associates worldwide (as of December 31, 2023). The company generated sales of 91.6 billion euros in 2023. Its operations are divided into four business sectors: Mobility, Industrial Technology, Consumer Goods, and Energy and Building Technology. Universal trends such as automation, electrification, digitalization, and connectivity, as well as an orientation to sustainability, are increasingly determining the group's business operations. In this context, Bosch's broad footprint as a global and diversified technology company strengthens its innovativeness and robustness.

Bosch has been in the electronic security industry since its global acquisition of Detection System Inc. in 2001. In Australia, the Bosch security systems business has been represented by Bosch Security Systems Pty Ltd (**Bosch Security Systems**) in Sydney since 2002, serving Australia and New Zealand markets. After 22 years of development, Bosch Security Systems provides a product portfolio that includes video surveillance, intrusion detection, fire detection, access control and management systems, voice evacuation systems, professional audio and conference systems.

Bosch Security Systems is committed to improving our practices and driving out any acts of modern slavery and human trafficking that may exist within our supply chains. We acknowledge the requirement to act in accordance with the Commonwealth *Modern Slavery Act 2018* (the **Act**) and will ensure transparency within our organisation and with our suppliers of goods and services.

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 Code of Business Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to guard against slavery and human trafficking from taking place anywhere in our supply chains.

Reporting Entities

Bosch Security Systems is a reporting entity under the Act and agrees to abide by the requirements of the Act and this statement. We act in accordance with the same values and principles toward the topic of modern slavery as Australia government insisting. The company located in Baulkham Hills, NSW. Bosch Security Systems currently employees 32 employees as of December 2023. Bosch Security Systems does not own or control any other entities.

Separate statements are being lodged by related bodies corporate of Bosch Security Systems, which are reporting entities under the Act, namely Robert Bosch (Australia) Pty Ltd (**Robert Bosch Australia**), Bosch Rexroth Pty Ltd and BSH Home Appliances Pty Ltd.

Social Responsibility at Bosch

Globally, Bosch will not collaborate with any suppliers who have been shown to demonstrably and repeatedly fail to comply with basic International Labour Organization (ILO) standards.

The assumption of responsibility for society and future generations has a long tradition at Bosch. In the early days of the company, Robert Bosch himself pioneered the launch of welfare programs for associates and their families; in non-business areas, too, he played an active philanthropic role. Today, the Robert Bosch Foundation promotes health care, international understanding, welfare, education and training, art, culture, and science.

Robert Bosch GmbH is a current signatory to the [UN Global Compact](#) and has been for many years. Bosch is also a member of the Responsible Minerals Initiative (RMI) and requires the compliance of its suppliers with the [Bosch Group Policy for Conflict Raw Materials](#).

Combining the pursuit of economic goals with consideration for social and environmental factors is a priority at Bosch. We accept that our actions must accord with the interests of society. Above all else, we design our products and services in the interests of the safety of people, the economic use of resources, and environmental sustainability.

The following are links to Bosch's latest [Global Sustainability Report](#) for 2023, our [Sustainability and Compliance strategies](#) and the [Basic Principles of Social Responsibility](#) at Bosch.

In this statement the Directors of Bosch Security Systems affirm their commitment to common principles of social responsibility and requirements held within the Act.

Operations and Supply Chains

As a country sales office, Bosch Security Systems sources products and materials from around the world. Over 80% of our products and materials come from Bosch facilities in countries outside of Australia. Many products and materials come from Portugal, United States of America and Singapore as well as Australia.

Bosch Security Systems deals with many direct and indirect suppliers, supply partners and organisations. All such organisations are requested to comply with our [Code of Conduct for Business Partners](#). Suppliers will be subject to Bosch Governance programs and audits as detailed within this document.

To ensure greater understanding of our programs and requirements, Bosch Global has enhanced our Sustainability in the Supply Chain program by becoming a member of the Responsible Supply Chain Initiative (RSCI) – The RSCI is an association that seeks sustainability along global supply chains in the automotive industry - [RSCI Program Information](#).

Bosch now applies initiatives from the RSCI to our operations - [RSCI for Suppliers](#).

This document is supplemented with our Corporate Social Responsibility (CSR) program for suppliers: [CSR](#)

As of 31 December 2023, in relation to Bosch Security Systems:

- 8 direct* suppliers.
- 67 indirect** suppliers.
- AUD \$40,234,764 of goods from direct suppliers.
- AUD \$2,185,331 of goods from indirect suppliers; and
- Top three (3) supplier countries:
 - Portugal
 - Australia
 - United States of America

*Direct supplier – Purchased material

**Indirect supplier – Support items (e.g., labour hire, marketing, plant, transport)

Our suppliers and supply chain fall into the following broad categories:

- Transport and Logistics
- Facilities management
- Video surveillance systems
- Voice evacuation systems
- Fire detection systems
- Intrusion and access control systems

Modern Slavery Risks

Bosch Security Systems, with the support of Bosch Oceania's regional headquarters, Robert Bosch Australia, has several ways to review sustainability and modern slavery risks within its processes and supply chains. These include:

1. Corporate Social Responsibility Quick Audits
2. Corporate Social Responsibility Database
3. Whistle-blower policy and hotline
4. Global Business Partner Screening
5. Mandatory Compliance Training

Via a combination of these risk analysis tools, Robert Bosch Australia has a database of all direct and indirect suppliers including conflict mineral risks, audit status, risk profile, and identification of low performing suppliers.

As such, Bosch Security Systems has identified the following as our high-risk exposures:

- Mining and procurement of manufacturing minerals
- Supply of materials and goods from high-risk countries – India, Mexico, Southeast Asia, South America

Bosch Security Systems' direct risk of modern slavery is by our assessment low. We recognize, however, that we may be inadvertently exposed to such risks.

Actions Taken to Mitigate Modern Slavery Risks

Compliance Meetings

Bosch Security Systems regularly conducts an internal compliance meeting covering a wide range of topics, including those relating to modern slavery, supply chain and Corporate Social Responsibility. The senior management team will attend these meetings from time to time as required. The core group is as follows:

- Managing Director
- Human Resources Manager
- Compliance Manager
- Safety and Security Coordinator
- Financial Controller

Each meeting may include subject matter experts to supply further detailed information on specific topics related to Modern Slavery and Social Corporate Responsibility.

Modern Slavery is a standing topic within the agenda and is discussed as needed when relevant topics arise.

Corporate Social Responsibility Quick Audits

These audits are designed to supply a snapshot into our third-party suppliers and other external parties engaged by Bosch Security Systems.

Audits are conducted for sample suppliers randomly selected from those who derive more than AUD\$25,000 from Bosch Security Systems within a financial year.

These quick audits look to collect information relating to the following:

- Modern Slavery
- Child Labor
- Health and Safety
- Security
- Environment

Internal Bosch Security Systems employees who are responsible for the service / product or contract conduct these audits.

Should non-conformances be identified, an Action Schedule is provided to the service / product supplier for rectification. Only when resolved to the satisfaction of Bosch Security Systems will the supplier then be engaged. The Regional Purchasing Manager oversees this process.

Should the non-conformance not be rectified, Bosch Security Systems may suspend or disqualify this organization from working with Bosch.

Code of Business Conduct

Bosch Security Systems' Code of Business Conduct is a mandatory training requirement for all employees of the company.

This code covers all aspects of our Corporate Social Responsibilities, compliance, and organisational responsibilities.

All employees must complete this training at least once every two (2) years.

Whistle-blower Policy

Bosch Security Systems' whistle-blower policy and compliance hotline allows all employees at all levels to raise issues relating to any matter anonymously. All information provided via this service is taken extremely seriously.

The Central Compliance and Central Security Managers investigate all whistle-blower / compliance issues raised.

Global Business Partner Screening

The Global Business Partner Screening process cross references third party supplied information relating to legal compliance breaches against Bosch Security Systems' list of new and current business partners. Where a potential breach is found, the Regional Compliance Manager is engaged to investigate the breach. Suppliers who are flagged with a potential breach are suspended until such an investigation is completed and any potential issues rectified.

Compliance Training

Bosch Security Systems conducts several compliance-based training sessions for staff. The following training is mandatory for those with roles relevant to the subject matter:

- Code of business conduct
- Dealing with classified information
- Anti-corruption
- Gifts and gratuities
- Product development code
- Product safety and liability
- Anti-trust law
- Export control

Consultation and Communication

During our compliance team meetings, the senior management team assesses and identifies companywide compliance topics, including modern slavery risks and mitigation measures, and works toward continuous improvement across all organizational divisions.

Conclusion

Bosch Security Systems, in line with the global Bosch organisation, is dedicated to enhancing our Corporate Social Responsibility. As a group we have invested heavily in information systems and practices to ensure we set the standard in how a modern organisation should act locally and globally.

The information contained within this statement demonstrates our commitment to the elimination of modern slavery and criminal work practices, and our desire to have Corporate Social Responsibility at the forefront of all our operations.

Declaration

This statement is made in accordance with the *Modern Slavery Act (Cth) (2018)*, was approved by the board of Bosch Security Systems Pty Ltd on 10 June 2024 and is accurate and correct as at this date. This statement represents reporting for the period 1 January – 31 December 2023.

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Gavin Smith

Director

Date

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Director

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