

Modern Slavery Statement 2020

This statement covers the activities of Kubota Australia Pty Ltd, herein after called “Kubota Australia” (ACN 005 300 621) and its other entities during the year ended 31 December 2020.

Kubota Australia, is a wholly owned subsidiary of Kubota Corporation (Japan) worldwide group. Kubota Corporation has a proud manufacturing history of more than 120 years

Kubota Australia is working to ensure that it does not commit or assist violations of human rights in either its own company business or through its supply chains or distribution channels and explain its activities for the abolition of modern slavery below

In this statement, we use the term “Modern Slavery” accordance with the definition of the Modern Slavery Act 2018.

Our Structure

Kubota Australia is a company incorporated in Australia and our registered office is located at 25-29 Permas Way Truganina VIC 3029

Kubota Australia is a subsidiary of Kubota Corporation, headquartered in Japan. Under the trading name of Kubota Australia Finance (KAF), Kubota Australia offers equipment finance. Kubota New Zealand Limited is domiciled in New Zealand. It is a wholly owned subsidiary of Kubota Australia

Our operations

Kubota Australia conducts a diversified range of business activity which include agriculture, construction and power equipment.

KAF offers designated services to its corporate and retail customers by providing finance for new, demo and used Kubota machinery and equipment, including tractors, excavators, mowers, utility machinery/equipment, generators and Krone equipment. KAF also offers finance for used equipment and machinery of competitor brands which are sold by Kubota Australia’s authorized dealers. Kubota New Zealand, conducts a diversified range of business activity which include agriculture, construction and power equipment in New Zealand

Kubota Australia engages 163 employees

Our Supply Chain

Kubota Australia engages in various dealings with international related parties. Material dealings during the year included, purchasing goods from related and unrelated parties of Kubota Australia located in Norway, Netherlands, Indonesia, Japan, South Korea, Thailand, United States of America, Germany, France and Italy.

Modern Slavery Risks

Kubota Australia recognize that modern slavery may impact its business activities and we endeavour to take responsibility for reducing the risks that we might contribute to modern slavery through our operations and supply chains. We believe there are number of sectors and industries within our operations and supply chains that may have a higher prevalence of modern slavery risks

Risk Assessment Methodology

We plan to develop a risk assessment methodology which considers several indicators of modern slavery risks including sector and industry, the type of products and services, geographical location and specific entity risk.

Initially Kubota Australia will focus on assessing general areas of our operations and supply chains where modern slavery risks are likely to be significant. We have decided to focus on our operations and supply chains that involve high risk geographical locations as per the Global Slavery Index 2018

Identified risks will be profiled as follows

Risk profile	Description of Risk
Sector/Industry	There are number of sectors and industries within our operations and supply chain that might have a higher prevalence of modern slavery risks.
Product/Service	As most of our suppliers are overseas based and some of these countries have different levels of ranking according to the Global Slavery Index, there might be a prevalence of modern slavery risks
Geographic	There are some countries in our supply chain, which have a higher prevalence of modern slavery
Entity	There might be some entities in our supply chain where entity's procurement and sourcing processes appear poorly managed or inefficient

Kubota Australia's relationship to the identified Modern Slavery Risks will be categorized as follows:

CAUSED by Kubota Australia	Modern slavery risks that Kubota Australia's operations may directly result
CONTRIBUTED TO by Kubota Australia	Risks that Kubota Australia's Operations may contribute to modern slavery. These include both acts and omissions
DIRECTLY LINKED TO Kubota Australia	Risks that Kubota Australia's operations may be connected to modern slavery through the activities of another entity that Kubota Australia has a business relationship with

Due Diligence and Remediation Process

Due Diligence	Action Item
Identify and assess actual and potential human rights impacts	<ol style="list-style-type: none"> 1. Modern Slavery Policy to be setup for Kubota Australia which establish our commitment to addressing modern slavery risks in the business and drive ethical business practice across Kubota Australia 2. Supplier code of conduct to be introduced, that sets out the minimum expectations for our suppliers and third-party labor providers in relation to ethical practices including addressing modern slavery risks in their business. This will be rolled out to all existing and new suppliers from December 2021. This code of conduct will establish expectation with our suppliers that they will engage with their suppliers on similar terms 3. We plan to screen new suppliers for modern slavery risks starting from December 2021
Integrate our findings across our entity and taking appropriate action to address impacts	<ol style="list-style-type: none"> 4. Internal training on modern slavery have been introduced and most of our staff members have already attended this training. Going forward this training will form part of our new staff induction process. 5. We plan to introduce processes for incident reporting on Modern Slavery that supports and encourage all our stakeholders to raise concerns.
Tracking our entity's performance to check whether impacts are being addressed	<ol style="list-style-type: none"> 6. We plan to conduct an internal audit of our supplier screening 7. We plan to introduce an annual training refresher module on Modern Slavery to all Kubota Australia Staff
Publicly communicating what we are doing	<ol style="list-style-type: none"> 8. We will publish our Modern Slavery Statement on Kubota Australia Website

Assessing the effectiveness of Kubota Australia's actions

Kubota Australia intend to monitor performance against several key performance indicators, including

1. Number of suppliers who have committed to our supplier code of conduct
2. Number of identified or reported modern slavery events
3. Number of staff who has completed Modern Slavery Training during each reporting year
4. General Managers' yearly attestation to Kubota Australia Board, attesting to their compliance with Modern Slavery Policy
5. Take action to prevent or cease Modern Slavery risks **caused by** Kubota Australia and provide for or cooperate in remedying any actual impact within 24 hours the matter is investigated and confirmed by Kubota Australia
6. Take action to cease or prevent our **contribution to the risk** and provide for or cooperate in remedying any actual impact, within 3 months when our contribution is confirmed
7. Influence the entity causing the risk to act and cooperate in remedying the impact. Kubota Australia will end the business relationship if we lack the leverage to influence the entity causing the risk to change its behavior and we cannot increase our leverage within 3 months, where modern slavery risk **directly linked** to us, identified and confirmed

Consultation and Approval

This statement was prepared by Kubota Australia on its own behalf and on behalf of Kubota New Zealand, its wholly owned subsidiary.

This statement is approved on behalf of the Board of Directors of Kubota Australia Pty Ltd on 13th April 2021



Shigeo Koto

Managing Director