

# Australian Modern Slavery Act Statement

Covers activities undertaken from April 1<sup>st</sup>, 2024 to March 31<sup>st</sup>, 2025

Vanderlande Industries Australia PTY Ltd

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## 1. INTRODUCTION

This statement is produced by Vanderlande Industries Australia PTY Ltd (“**Vanderlande**” or the “**Corporation**” or “**our**” or “**we**”) (which is ultimately controlled by Toyota Industries Corporation) for the fiscal year starting from April 1st, 2024 and ending March 31st, 2025 (the “**Reporting Period**”). This statement constitutes the newest statement prepared by the Corporation pursuant to the Australian Modern Slavery Act 2018 (the “**Act**”). This statement, prepared by Vanderlande, aligns with Section 16 (Mandatory criteria for modern slavery statements) of the Act. It outlines Vanderlande’s processes for managing actual and potential adverse impacts on modern slavery in our operations and supply chain.

## 2. REPORTING CONTEXT

The Act requires entities based, or operating, in Australia, which have an annual consolidated revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks. Our statement outlines Vanderlande’s processes for managing actual and potential adverse impacts on modern slavery in our operations and supply chain.

This Modern Slavery Statement is made pursuant to the Australian Modern Slavery Act 2018 and is submitted by Vanderlande Industries Australia PTY Ltd.

While the Act does not require reporting on entities that operate solely outside Australia, this Modern Slavery Statement also includes the operations of Vanderlande Industries Australia PTY Ltd – Branch New Zealand. This branch in New Zealand operates as branch of the legal entity and within the same integrated organisational structure, governance framework and supply chains as Vanderlande Industries Australia PTY Ltd. In light of this operational overlap, and reflecting Vanderlande’s commitment to a consistent and group-wide approach to identifying and addressing modern slavery risks, the New Zealand branch has been voluntarily included in the scope of this Statement. The inclusion of the New Zealand branch is therefore intended to support a robust and responsible approach to human rights and does not imply that the branch is itself subject to a separate reporting obligation under Australian law.

This statement was prepared in consultation with the reporting entities covered by the statement, as required by the Act.

## 3. STRUCTURE, ACTIVITIES & SUPPLY CHAINS

Vanderlande’s warehousing domain works with leading companies in the food, fashion and general merchandise sectors, helping them fulfil their promise of same-day delivery for billions of orders, including for nine of the world’s 15 largest food retailers. We provide advanced and intelligent solutions for automated storage and retrieval, conveying, sorting, sequencing and picking of goods.

As a global partner for future-proof airport automation, Vanderlande’s market-leading baggage handling systems and related passenger solutions can move over 4 billion pieces of baggage around

the world per year. These are active in more than 600 airports, including 12 of the world's top 20. In addition, over 380 of Vanderlande's security lanes are installed at checkpoints worldwide.

Vanderlande is also a leading supplier of process automation solutions that address the challenges in the parcel market. More than 52 million parcels are sorted by its systems every day, which have been installed for the world's leading parcel handling companies.

Vanderlande provides these solutions through a range of activities including system design and engineering, project management, software development, equipment manufacturing and sourcing, installation management, testing and commissioning, integration with customer operations, and ongoing maintenance and lifecycle support. We also undertake consulting, solution development, site modernisation, spare parts supply, resident service support, performance optimisation, and continuous improvement activities to help customers operate their automated systems safely and efficiently.

Established in 1949, Vanderlande has more than 9,000 employees, all committed to moving its customers' businesses forward at diverse locations on every continent. With a turnover of 2.3 billion euros, it has established a worldwide reputation over the past seven decades as a global partner for future-proof logistic process automation.

Toyota Industries Corporation (TICO) acquired Vanderlande in 2017 to cement its global leading position within material handling. It aims to achieve this by increasing its presence in all integrated and automated projects, and capitalising on the synergies between the organisations and the added value they offer to the market.

Vanderlande Industries Australia Pty Ltd is the Australian subsidiary of the Dutch logistics automation company Vanderlande Industries Holding B.V. It provides advanced material handling systems and services for airports, warehouses, and parcel distribution centers across Australia and New Zealand. All activities as mentioned under Vanderlande Industries' Holding BV can be performed by the local Australian organisation with its local team. This team consists of approximately 230 FTE. The FTE are based in Sydney, Melbourne, Brisbane & Perth (and Auckland , NZ). Vanderlande Australia serves amongst others customer like Airports, Parcel forwarders, Food & Fashion retail companies and Ecom Distribution centres.

The Australian entity's supply chain primarily supports the design, delivery, installation and maintenance of automated logistics systems across Australia and New Zealand. This includes both direct procurement of equipment and indirect procurement of services required for project delivery and ongoing customer support.

Local suppliers include engineering contractors, electrical and mechanical installers, fabrication providers, logistics and transport providers, labour hire firms, professional service providers, and maintenance subcontractors. The entity also sources components, equipment and technology from related group entities and approved international suppliers for incorporation into customer solutions.

During the reporting period, procurement activities in Australia included categories such as automation equipment and spare parts, conveyors and mechanical components, electrical materials, controls hardware, fabricated steel (racking & mezzanines) , installation services, freight and

warehousing services, information technology services, personal protective equipment, office services, and travel-related expenditure.

Procurement is undertaken through a combination of local purchasing processes and group-approved sourcing arrangements.

#### 4. OUR COMMITMENT TO ESG

At Vanderlande Industries, we are dedicated to integrating human rights considerations into every aspect of our operations. Our commitment is reflected in our policies, governance framework, and decision-making processes. We understand that managing Environmental, Social, and Governance (ESG) risks and opportunities is not only our responsibility but also crucial for our long-term success.

To meet our sustainability objectives, we monitor and evaluate potential risks that influence our operating environment. Our strategies aim to improve performance across various sustainability dimensions. The Executive Board and Risk Committee provide key oversight, monitoring our ESG plan, practices, related policies, and disclosures. Additionally, the Supervisory Board and Audit Committee play a vital role in overseeing specific ESG-related matters and disclosures.

Each year, we publish our Sustainability Report (ESG Report), offering transparency into our corporate social responsibility performance. This report highlights our sustainability achievements and outlines our Sustainability and ESG goals. You can access the ESG Report on our website: [Vanderlande ESG Report](#).

#### 5. RISK OF MODERN SLAVERY PRACTICES IN OPERATIONS & SUPPLY CHAINS

While the risk of modern slavery within Vanderlande's direct business operations is considered low, we recognize the potential for indirect exposure through our supply chain and client relationships.

As we strive to enhance operational efficiency, we remain dedicated to strengthening our processes to reduce modern slavery risks. We review and evaluate our practices in response to changing circumstances and business developments, adopting a risk-based approach. We continuously (on a yearly and on an ad hoc basis) review and update these measures.

#### 6. ACTIONS TAKEN BY VANDERLANDE AND CONTROLS TO ASSESS AND ADDRESS THESE RISKS INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

We have implemented a risk management system within Vanderlande. This risk-based system is designed to identify, prevent, mitigate, and/or eliminate human rights and environmental-related risks and violations. We use a risk-based approach to identify the potential risks in our supply chain. We have implemented a risk management system designed to manage risks that may arise throughout the supply chain, including our own lines of business. We have integrated within its risk management framework the following:

- Annual and ad hoc risks assessment for our own business and our (in)direct suppliers.
- Establishment of preventative and/or remedial measures.
- Internal complaints procedure for reporting Human Rights and Environment-related risks and violations for our own business area and our supply chain.
- Internal monitoring.
- Compliance documentation.

We conduct an annual regular risk assessment, supplemented by ad hoc assessments. The results of this risk assessment enable us to identify potential Human Rights and Environmental Risks within our business operations and supply chain. The outcomes of this annual review inform our decision-making processes, guiding how we manage and collaborate with our suppliers.

### 6.1 Regular Risk Assessment

We analyse our own business and direct third parties according to geographical and industry/sector risks by making use of external- and internal data. We assess all suppliers and customers to ensure compliance with regulations and laws. To achieve this, we use FircoSoft Compliance Link, a tool provided by the LexisNexis Risk Group, a division of the RELX Group. This system provides information on sanctions and fines related to human rights, security, and environmental violations. This holistic approach enhances our cross-checks and enables us to identify sanctioned entities not explicitly listed on government registers like OFAC or the EU. The outcomes guide Vanderlande within development and continuous improvement of risk management of human rights and environment-related risks. Vanderlande also uses the tooling of EcoVadis for risk management and supplier assessments. Vanderlande Industries B.V. completed the EcoVadis assessment and was awarded a Bronze Medal for FY25. Towards suppliers, we apply a risk based approach to assess our suppliers through EcoVadis on Environmental, Social and Governance topics. Labor and Human Rights, including forced and child labor are part of the supplier assessments.

### 6.2 Ad Hoc Risk Assessment

An ad hoc risk assessment may stem from internal decisions for example relating to important investments, onboarding new suppliers and or customers or to the acquisition of a new sourcing country, or from external events, e.g., when a conflict breaks out or a natural disaster occurs in a country where the company operates. For indirect suppliers, a risk assessment will be undertaken if Vanderlande has actual indications that suggest a violation of a human rights-related or an environment-related obligation to be possible (substantiated knowledge). Concrete indications are not mere opinions or rumours; rather, they include a verifiable kernel of facts. This knowledge may come from, for example, a complaints channel, media reports or reports from non-governmental organizations. Effective risk management will enable us to deal more comprehensively and at an earlier stage with the assessment of human rights and environment-related risks in our operating business.

We are committed to review, update and further develop this risk assessment processes in the future to enhance the impact of our risk management framework.

## 7. POLICIES IN RELATION TO MODERN SLAVERY

The Australian entity of Vanderlande maintains strict adherence to the core policies, standards, and procedures established by its parent company; Vanderlande Industries Holding B.V. These guidelines are instrumental in reinforcing the Vanderlande’s commitment to upholding internationally recognized human rights.

### 7.1 Supplier Code of Conduct

In the year 2022, we initiated a comprehensive Supplier Code of Conduct. This code delineates the essential ethical standards and principles that are to be adhered to by all our strategic and preferred suppliers and provides clear guidelines and expectations for our suppliers across various critical areas, including human rights, labour practices, legal compliance, health and safety, environmental stewardship, anti-corruption measures, ethics, and governance. It further amplifies our commitment to the respect and preservation of human- and labour rights. This initiative is a testament to our dedication towards fostering an ethical and responsible business environment. All preferred and strategic suppliers signed the Supplier Code of Conduct.

Our Supplier Code explicitly incorporates respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services:

*“Vanderlande is committed to ensuring that working conditions in Vanderlande supply chain are safe, that workers are treated with respect and dignity, and that manufacturing and operations processes are environmentally responsible. By signing this Code of Conduct, the supplier commits and contributes to the same values and acts accordingly”.*

### 7.2 Employee Code of Conduct

Our Policy on Good Business (Employee Code of Conduct) embodies Vanderlande’s company philosophy, guiding our actions and decisions. Through our way of working, we empower our people to make informed choices based on our policies, procedures, and guidelines. These guidelines delineate our business practices and outline the responsibilities of both the Vanderlande and our employees towards the stakeholders.

### 7.3 Policy Suite

Enclosed are a few of the Vanderlande policies that pertain to human rights and modern slavery. For comprehensive details, we kindly request you to refer to each policy individually:

Policy	Overview
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Speak-Up Policy	The purpose of this policy is to explain how you can raise concerns about suspected misconduct in confidence and without fear of negative consequences. Under the Speak Up Policy, employees and third parties may report human rights concerns relating to Vanderlande's operations as well as its supply chain. It also describes what you can expect from Vanderlande if you Speak Up.
Supplier Code of Conduct	This code delineates the essential ethical standards and principles that are to be adhered to by all our strategic and preferred suppliers and provides clear guidelines and expectations for our suppliers across various critical areas.
Global Supplier Risk Management Policy	The Global Supplier Risk Management policy explains how Vanderlande identifies, measures, addresses, monitors, and reports third party supplier risks.
Gifts and Hospitality Policy	Provides anti-bribery and anti-corruption rules to prevent, detect and correct bribery and corruption.
Human Rights Policy	Vanderlande's commitment to conduct business with respect for international human right standards, particularly in accordance with the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.
Data Privacy Code of Conduct	Sets out Vanderlande's commitment to uphold the highest standards of integrity in dealing with and protecting personal information.
Third-Party Screening Policy	Sets out Vanderlande's commitment to doing good business and the screening of our third parties.
Fair Competition Policy	This Fair Competition Policy is a more in-depth Policy on Fair Competition in addition to the Policy on Good Business and provides guidance how to identify and deal with potential competition risks or issues.

We are steadfast in our commitment to detect, mitigate, and prevent any violations of Human Rights within our business activities, operations, supply chain, and the communities where we have a presence. Our aim is to foster a culture of respect and dignity, ensuring a positive impact on society.

## 8. HANDLING ACTUAL AND POTENTIAL ADVERSE IMPACTS ON HUMAN RIGHTS & DECENT WORKING CONDITIONS

Our Policy on Good Business (Employee Code of Conduct) embodies Vanderlande's company philosophy, guiding our actions and decisions. Through our way of working, we empower our people to make informed choices based on our established policies, procedures, and guidelines. To facilitate this process, we offer multiple channels for reporting potential breaches (Speak Up process):

- Employees can reach out to colleagues, including supervisors, human resources representatives, legal services, internal audit personnel, or next-level management. At Vanderlande, we foster an environment where open and honest communication is not merely encouraged—it is the expectation. We want every employee to feel comfortable approaching their supervisor or manager whenever they suspect violations of policies or standards.
- Our dedicated Corporate Ethics and Compliance Officer (based at the Legal and Risk Department) is accessible via email or phone, serving both employees and suppliers across all major sites.
- Additionally, our Ethics Line—a free and confidential hotline—operates 24/7, globally, allowing employees and third parties to report concerns by phone or online (called EthicsPoint). People are encouraged to submit reports related to violations outlined in our Policy on Good Business (Employee Code of Conduct).

## 9. METRICS

For the last reporting period, zero reports were made via the Speak Up process related to modern slavery. Any future actual and potential adverse impacts on modern slavery will be investigated and managed in accordance with the relevant policies, described above. Vanderlande seeks to continuously reinforce and enhance its practices regarding internationally recognized human rights and decent working conditions.

## 10. EVALUATING THE EFFECTIVENESS OF THE IMPLEMENTED MEASURES

Vanderlande has implemented several measures to mitigate the risk of human rights and decent working conditions in our operations and supply chains. Although we have not yet evaluated the effectiveness of these measures, we plan to assess their impact on preventing and reducing such risks.

## 11. TRAINING

Recognizing the importance of good business practices, we have conducted specialized training sessions, named the "Good Business Training". These sessions are aimed at providing our new colleagues with the necessary insights into the standards of good business practices that Vanderlande upholds. . This initiative is designed to equip our team with the knowledge and understanding of the

principles of good conduct, thereby promoting a positive work environment. These learnings were designed to enhance understanding and adherence to critical areas that impact our business operations and ethical standards. In the year 2023, we have conducted a comprehensive training program on “Anti-Bribery & Corruption” that has been sent to all our employees across the globe. In our commitment to fostering a culture of integrity, we have facilitated comprehensive training program focusing on good conduct. This initiative is designed to equip our team with the knowledge and understanding of the principles of good conduct, thereby promoting a positive work environment. Also all new employees must follow mandatory Good Business training on our Code of Conduct as part of our onboarding program.

Vanderlande also has comprehensive training program on topics such as Anti-Bribery & Corruption, Conflict of Interest and Modern Slavery that is mandatory to complete by all employees across the globe. The topics of these training differ year by year. In our commitment to fostering a culture of integrity, we also facilitate live training programs focusing on good conduct. This initiative is designed to equip our teams with the knowledge and understanding of the principles of good conduct, thereby promoting a positive work environment.

Our goal with these training programs is to ensure that all team members, both existing and new, are aligned with our core values and principles, thereby contributing to the overall success and reputation of our organization.

## 12. APPROVAL & ADOPTION

This Modern Slavery Statement has been approved by the Board of Directors of Vanderlande Industries Australia Pty Ltd - including Vanderlande Industries Australia Pty Ltd – Branch New Zealand.



Roald de Groot

Director

For and on behalf of the Board of Directors  
Vanderlande Industries Australia Pty Ltd

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