

Linde Material Handling

Linde



2024 Modern Slavery Statement



Introduction

Linde Material Handling Pty Limited (ACN 000 768 776) ("Linde MH" or "the Company") is committed to upholding human rights and operating ethically in all aspects of our business. We acknowledge that modern slavery is a pervasive global issue that fundamentally violates human dignity and contradicts our core values. This statement outlines Linde MH's commitment to identifying, addressing, and mitigating the risks of modern slavery within our operations and supply chain.

This Modern Slavery Statement is prepared in accordance with the Australian Modern Slavery Act 2018 (Cth) ("the Act") and details the steps Linde MH has taken, and will continue to take, to:

- Identify and assess potential modern slavery risks.
- Implement policies and procedures to prevent and mitigate identified risks.
- Remediate any instances of modern slavery that may be discovered.
- Continuously improve our due diligence processes and supply chain transparency.

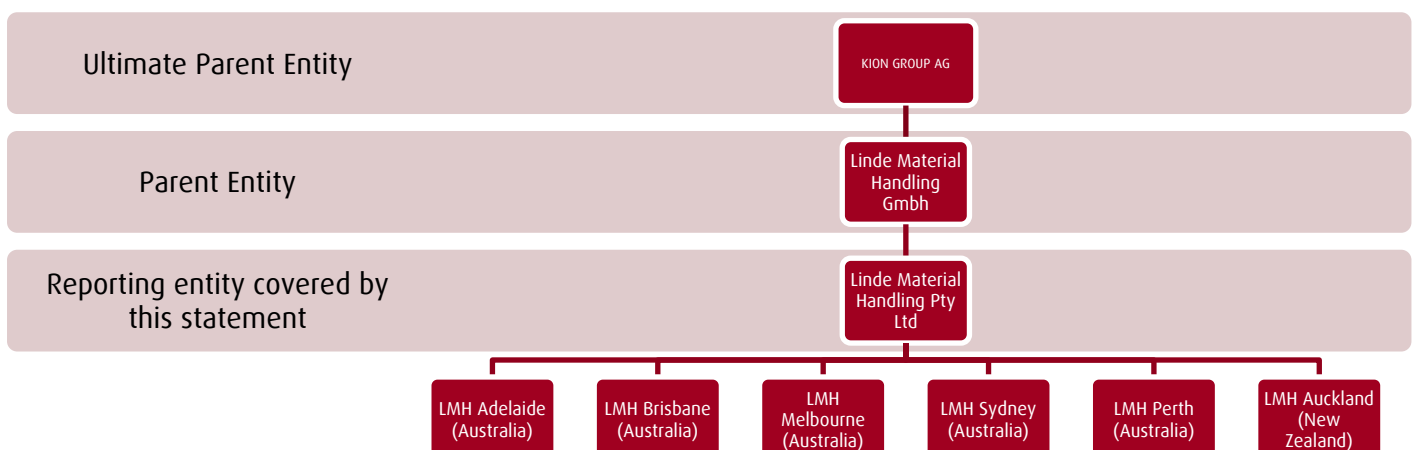
Linde MH recognizes that combating modern slavery requires ongoing vigilance and a proactive approach. We are dedicated to fostering a culture of ethical conduct and promoting responsible business practices throughout our organization and with our business partners.

Organisational Structure, Operations and Supply Chain

Linde MH is a proprietary company incorporated in Australia. Our operations extend across Australia and New Zealand, providing material handling solutions and related services.

Linde MH is a subsidiary of Linde Material Handling GmbH, which is ultimately controlled by KION GROUP AG.

For the purposes of this statement, it is important to note that Linde MH does not own or control any other entities.





The Company's principal activities include the importation, assembly, sale, servicing and rental of forklift trucks.

Linde MH is headquartered in Sydney, Australia, and operates through a branch structure encompassing facilities in Sydney, Melbourne, Brisbane, Adelaide, Perth, and Auckland.

Our workforce comprises 431 individuals across Australia and New Zealand. This includes 399 full-time employees, 7 part-time direct employees, and 32 personnel engaged through labour hire arrangements.

Employee Locations (Total = 431 as of 31 December 2024)



Linde MH's supply chain primarily involves the procurement of forklifts and forklift parts from KION Group manufacturing facilities located in Europe, Asia, and North America. In addition to these direct material imports, we engage with a diverse network of approximately 890 suppliers, excluding employee expense reimbursements and petty cash transactions.

A significant majority (97%) of our suppliers are registered businesses based in Australia and New Zealand. The remaining portion represents primarily KION Group entities from which we import direct materials.

Linde MH is committed to responsible sourcing practices and selects reputable suppliers that align with our ethical standards. To date, our due diligence indicates that we do not have any direct relationships with suppliers operating in countries identified as high-risk for modern slavery by the Global Slavery Index

Risks of Modern Slavery



Our Operations

Linde MH directly employs 93% of its workforce under permanent employment contracts. These contracts are designed to adhere to, and exceed where applicable, the minimum entitlements and protections stipulated by the National Employment Standards, relevant industry awards, and enterprise agreements. This direct employment model significantly minimizes the risk of modern slavery within our core operations.

While our direct employment practices mitigate risk, we acknowledge that potential vulnerabilities may exist within our extended supply chain, particularly in relation to contracted or third-party service providers. These services encompass a range of functions, including but not limited to building maintenance, security, catering, IT support, and other outsourced activities. Workforces within these sectors may include recent migrants, international students, or other vulnerable groups who, due to limited awareness of their rights or other factors, may be at a higher risk of exploitation. Linde MH is committed to extending our due diligence and risk mitigation efforts to address these potential vulnerabilities.



Supply Chain

Linde Material Handling Pty Ltd operates across Australia and New Zealand as part of the KION Group AG global network. Our supply chain supports the import, assembly, servicing, and rental of forklifts, primarily sourced from KION Group manufacturing facilities located in Europe, Asia, and North America. Approximately 97% of our 890 active suppliers are based in Australia or New Zealand, with the remaining 3% primarily representing international Original Equipment Manufacturer (OEM) supply networks.

While the direct risk of modern slavery within KION Group's established compliance frameworks, HR practices and supplier due diligence processes is considered low, Linde MH acknowledges the potential for hidden risks deeper within the supply chains of our local suppliers. This is particularly relevant where components or raw materials are sourced from regions identified as having a higher prevalence of modern slavery.

To proactively manage these complexities, Linde MH employs the Informed 365 cloud-based platform to conduct comprehensive modern slavery risk assessments. This is facilitated through a detailed Supplier Questionnaire and Statement (SQS) which allows us to evaluate supplier policies, product traceability, relevant industry and country-specific risks, and the presence of effective grievance mechanisms.



Actions Taken to Assess and Address Risks

Linde MH has implemented several initiatives within Australia to actively assess and mitigate the risks of modern slavery. These actions encompass policy development, supplier engagement, and ongoing due diligence.



Policies & Governance

Linde MH operates in accordance with the KION Group Code of Compliance (KGCC), which is available for review at [KION Group Code of Compliance EN.pdf \(kiongroup.com\)](#). The KGCC outlines KION Group's unwavering commitment to:

- Respecting fundamental human rights.
- Prohibiting all forms of child labor.
- Preventing all forms of modern slavery, including forced labor, serfdom, human trafficking, and any practice that suppresses a worker's personal freedom for personal or material gain.
- Ensuring a safe and healthy workplace environment.
- Maintaining zero tolerance for bribery and corruption.
- Promoting environmental protection and sustainable business practices.

All suppliers are provided with the KGCC and the Principles of Supplier Conduct during the onboarding process and are required to acknowledge and align with these policies. The Principles of Supplier Conduct can be found at [Principles of Supplier Conduct EN.pdf \(kiongroup.com\)](#).

This commitment is further reinforced by Linde MH's suite of internal policies, which are regularly reviewed and updated. These include:

- Anti-Slavery and Human Trafficking Policy
- Equal Opportunity Policy
- Code of Conduct and Ethics
- Anti-Bribery and Anti-Corruption Policy
- Workplace Harassment and Violence Policy
- Whistleblower Protection Policy



Linde MH, along with the KION Group, is committed to upholding the principles outlined in internationally recognized frameworks, such as the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organisation (ILO). KION expects its direct suppliers to fully comply with the KGCC and to ensure their own partners and supply chains adhere to the same rigorous standards.



As part of the supplier approval process, prospective suppliers are provided with the KGCC and KION Group Principles of Supplier Conduct and are required to complete an online Supplier Questionnaire and Statement (SQS), where they must acknowledge and confirm their commitment to these standards. This confirmation is mandatory for both new supplier approval and the ongoing retention of existing suppliers.

Supplier Assessment Process

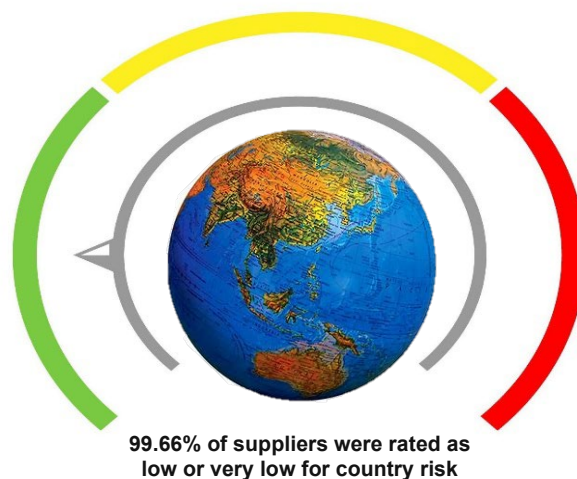
Linde MH is continuously enhancing its online supplier management system through the utilization of Informed365, a cloud-based data management platform. This platform serves as a centralized online repository for all supplier-related data, including information pertaining to modern slavery risk assessment. Informed365 provides comprehensive supplier modern slavery risk screening, assessment, and risk-rating capabilities.

A Supplier Compliance Questionnaire (SCQ) is administered to all prospective suppliers via Informed365 to pre-screen for compliance with Linde MH's minimum expectations across key areas such as labor and human rights, health and safety, and ethical procurement. The SCQ allows for the efficient identification and mitigation of risks within our supply chain by assessing supplier policies and procedures, supply chain visibility, and worker engagement mechanisms.

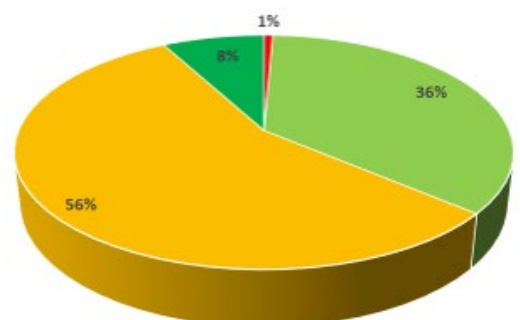
The supplier onboarding data collected within Informed365 enables rapid identification of potential country-specific and industry-specific risks, in addition to a comprehensive assessment of the supplier based on their responses to the SCQ.

Key highlights of our supplier due diligence process include:

- **Informed365 Platform:** All suppliers are screened via the SCQ to assess alignment with labour, human rights, and ethical procurement standards.
- **Supplier Risk Profile:** Our supplier base spans over 99 industry groups, with a significant concentration in industrial, machinery-related and auto parts & equipment sectors. As of 2024, 99.66% of suppliers were rated as low or very low for country risk based on Informed365 data.



- **Risk Index (ISRI) risk rating:** (Combined Country / Industry risk) shows that of our suppliers 1% have a high ISRI risk, while 56% sit at medium, 36% at low and 8% at very low.





- **SCQ Completion:** 43% of suppliers have completed the SCQ, reflecting a 17% increase compared to 2023. An additional 10% are actively engaged in completing the assessment.

- **Contractual Obligations:** Suppliers are required to agree to Linde MH's standard Terms and Conditions of Purchase, which include explicit provisions addressing modern slavery. In instances where standard terms are not accepted, a Supplier Acknowledgement & Undertaking is required to ensure commitment to ethical business practices.



New Achievements in 2024

Linde MH is committed to continuous improvement in our sustainability and ethical sourcing practices. Significant achievements in 2024 include:

- **EcoVadis Platinum Rating:** Linde Material Handling achieved a Platinum rating from EcoVadis, placing us in the top 1% of over 125,000 global companies evaluated on sustainability performance. This rating reflects our commitment to environmental stewardship, ethical labor practices, and responsible supply chain management.
- **Strategic Supplier Sustainability Ratings:** We have implemented a rigorous process to ensure that 100% of our strategic and high-risk suppliers have an EcoVadis rating or an equivalent sustainability assessment. This enables us to better understand and manage sustainability risks within our extended supply chain.
- **ISO 14001 Certification:** All Linde MH locations are now certified to ISO 14001 standards for environmental management systems. This certification demonstrates our commitment to minimizing our environmental impact and operating in an environmentally responsible manner.



Training and Awareness

Linde MH is dedicated to fostering a culture of awareness and vigilance regarding modern slavery risks. We provide targeted training programs to employees involved in supplier management and procurement, covering critical areas such as:

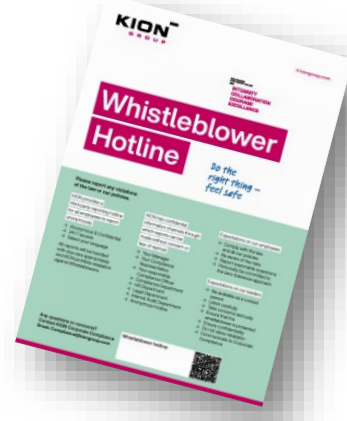
- Identifying the indicators of modern slavery.
- Understanding relevant legal obligations and compliance requirements.
- Utilizing established grievance and reporting mechanisms for suspected instances of modern slavery.

Our compliance teams regularly disseminate informational fact sheets to reinforce key concepts and best practices. Additional training sessions are planned throughout 2024 to ensure that staff members remain well-informed and vigilant in identifying and addressing potential risks.

The Informed 365 platform also includes educational resources for suppliers to promote awareness and responsible business practices. Furthermore, beginning in 2024, the platform will incorporate whistleblower awareness content to encourage safe and confidential reporting of concerns by both internal and external stakeholders.

Whistleblower Hotline & Complaints Procedure

Linde MH maintains robust and confidential grievance procedures, including a dedicated whistleblower hotline, accessible to both employees and suppliers. These mechanisms are designed to facilitate the safe and confidential disclosure of any concerns related to human rights abuses, including instances of suspected modern slavery. All reported concerns are promptly and thoroughly investigated to ensure appropriate remediation and preventative measures are implemented.



Effectiveness of Actions

Linde MH utilizes a multi-faceted approach to evaluate the effectiveness of its modern slavery program, encompassing the following key performance indicators:



- ✓ Active engagement and outcomes from internal task force and risk management meetings.
- ✓ Supplier Compliance Questionnaire (SCQ) completion rates and the quality of responses provided by suppliers.
- ✓ Comprehensive tracking and analysis of incident reporting and investigation logs.
- ✓ Monitoring the frequency of training programs and assessing overall staff awareness of modern slavery risks.
- ✓ Ongoing engagement with suppliers and leveraging insights from third-party audits and assessments.

While no instances of modern slavery have been identified to date, Linde MH remains firmly committed to providing prompt and effective remediation should any risks or incidents be uncovered through our ongoing due diligence processes. Our commitment includes providing appropriate support to any affected individuals and implementing corrective actions to prevent recurrence.

Continuous Improvement

Linde MH is committed to a culture of continuous improvement in our efforts to combat modern slavery. Our ongoing strategy includes the following key initiatives:

- Expanding modern slavery refresher training programs to ensure all relevant staff maintain a high level of awareness and understanding of modern slavery risks.
- Increasing Supplier Compliance Questionnaire (SCQ) participation rates through proactive follow-up with suppliers and exploring alternative assessment methods, such as leveraging existing supplier statements and codes of conduct.
- Conducting comprehensive reviews of high-risk product and service categories to enhance traceability and supply chain visibility.
- Providing access to educational tools and free learning content to suppliers via the Informed 365 platform to promote awareness and responsible sourcing practices.
- Enhancing whistleblower training and awareness initiatives, both internally and across our supply chain, to encourage the safe and confidential reporting of concerns.
- Upon completion of the SCQ on Informed 365, suppliers will receive an automated email containing links to essential resources and information related to modern slavery, ensuring easy access to readily available guidance and support materials.

Further Information

For any inquiries regarding Linde MH's commitment to combatting modern slavery, this Modern Slavery Statement, or our related policies and procedures, please contact:



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Board Approval

This statement was approved by the board of the company on: 10/06/2025

George Pappas (Jun 10, 2025 14:29 GMT+10)

George Pappas

Managing Director of Linde Material Handling Pty Limited

