



# Modern Slavery Statement

## Who we are

Mitsubishi Motors Australia Limited ACN 007 870 395 (**MMAL**) is an Australian Public Company. MMAL is headquartered in Tonsley, South Australia, and is part of the Mitsubishi Motors Corporation based in Tokyo, Japan.

MMAL is the sole importer and wholesale distributor of Mitsubishi vehicles and parts in Australia. MMAL doesn't own or control any other entities.

MMAL employs approximately 207 workers across Australia.

## Our operations

As part of its operations MMAL imports Mitsubishi vehicles and parts from Japan and distributes them to Mitsubishi dealerships and service centres across Australia. It also sources other parts and ancillary items connected with the vehicles from suppliers both in and outside of Australia, which are on supplied to Mitsubishi dealerships and service centres. Mitsubishi dealerships and service centres are not owned or controlled by MMAL but rather, operate as separate businesses under franchising agreements with MMAL.

## Our supply chains

### Vehicles and parts

MMAL sources vehicles from its parent company in Japan, Mitsubishi Motors Corporation (**MMC**) as well as some of MMC's affiliated entities, including Mitsubishi Motors Thailand. Vehicles are manufactured in Japan, Thailand and France. Parts are made and sourced mainly from Japan, Thailand and China.

### Other suppliers

MMAL has in excess of 50 additional direct suppliers. A large portion of those suppliers provide services to assist with importation and distribution, in the areas of freight, logistics, warehousing, customs, technology, marketing and media. MMAL also sources a number of products from a variety of suppliers in the nature of 'optional extras' and ancillary vehicle items, including canopies, tow bars, oils and lubricants, seat covers, cleaning cloths, reverse cameras and many other items.

The majority of MMAL's direct suppliers are based in Australia. MMAL is continually working to improve its visibility over the origin of source materials used in products supplied to MMAL. To the extent that MMAL is aware, source products come from Australia, China and South East Asia.

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## Modern slavery risks

MMAL appreciates that risks of modern slavery may be present in its supply chain as a result of the geographic location of some suppliers and source materials used in products supplied to MMAL. In particular, MMAL acknowledges that China and other locations in South East Asia have a higher prevalence of modern slavery.

In addition to this, metals used in products sourced by MMAL are generally considered to be a product which carries a higher risk of modern slavery practices involved in their sourcing.

MMAL also accepts that there are additional risks of modern slavery that may exist in areas where MMAL lacks insight into the second tier suppliers and source materials behind products and services supplied directly to MMAL.

The steps MMAL is taking to address these risks are set out below.

## Our approach to modern slavery

### Policies

Our main supplier, MMC has taken a number of steps to create awareness around modern slavery and human rights issues and address human rights risks in its operations and supply chain. In 2019 MMC enacted a new Human Rights policy, as well as reviewing its Global Code of Conduct to include 'Respect Human Rights and Diversity, Provide Equal Opportunity'. MMC's Human Rights Policy includes a commitment to eliminating unjustifiable labour practices and states that Mitsubishi Motors does not accept any unjustifiable labour practices such as slavery labour, child labour, or forced labour, including human trafficking.

### Awareness and training

MMC also offers human rights awareness training company wide, and participates in events held by the Industrial Federation for Human Rights, Tokyo (of which it is a member), and has a Mitsubishi Human Rights Enlightenment Committee. Training programs are tailored for each job rank with respect to human rights. In addition to the training sessions, human rights related information is regularly distributed within MMC to raise awareness of human rights.

MMC also requires its suppliers to consider human rights and have guidelines setting out sustainable development goals. Suppliers are requested to sign and submit a 'supplier commitment' which is based on MMC's Human Rights Policy.

### Reporting

MMC has established internal and external consultation offices (helplines) for whistle blowing and consultation for its workers to enable reporting of human rights issues. Similarly, it has also established a Business Partner Helpline for suppliers, and a Customer Contact Centre as a consultation office for customers, though which reports and request for consultations regarding human rights issues can be made.

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### ***Due diligence program***

In 2020 MMAL took steps to plan a due diligence program which will provide MMAL with greater insight into the operations of its other suppliers and allow MMAL to further assess the risks of modern slavery within its supply chain. At the time of writing this statement, the due diligence program has been implemented to a large extent and is yielding information which will enable MMAL to further develop its approach to modern slavery over the coming year.

As part of a broader modern slavery plan MMAL intends to address the risks of modern slavery that may exist in its supply chain through a number of measures including:

- reviewing and amending supplier agreements to include terms relating to modern slavery;
- implementing a modern slavery policy and supplier code of conduct;
- training of its employees to create greater awareness of modern slavery.

## **Reviewing our systems**

MMAL is committed to effectively assessing and addressing modern slavery risks in its operations and supply chain. MMAL has tasked internal stakeholders with conducting an annual review of the arrangements it has in place to address modern slavery risks in its operations and supply chain to determine whether they are effective. For FY21 the reference point for MMAL's review will be MMAL's due diligence program and modern slavery plan and the extent to which they have been successfully implemented.

## **Consultation**

MMAL's internal stakeholders have consulted with representatives from the various areas of its business (including vehicle operations (logistics and transport), parts and accessories) to ensure that MMAL has insight into modern slavery risks and how they are addressed in all parts of its business.

## **Other information – sustainability**

MMAL runs its community fleet as part of its sustainability and social impact program. The community fleet involves the supply of Mitsubishi vehicles at no cost to assist with disaster relief and community development. Whilst this program does not directly address risks relating to modern slavery, it is intended to contribute to the improvement of living and working conditions of people in affected areas, thereby enhancing the protection of their basic human rights.

Approved by the Board of Directors of MMAL and signed with authority of the Board of MMAL by



Shaun Westcott  
Chief Executive Officer  
16 December 2020

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