



MODERN SLAVERY STATEMENT

This Statement is prepared in accordance with s13 of the *Modern Slavery Act 2018* (Cth). It sets out the steps taken by Isuzu Australia Limited ("IAL") during 2021 to seek to minimise the risk of modern slavery occurring in our business.

IAL has formed a Modern Slavery Taskforce which is attended by senior management. The Taskforce reports through to the Risk Audit and Compliance Committee which will monitor, review and plan the actions we have taken and will take in order to counter modern slavery risks.

Description of IAL

IAL is a public company, incorporated in Australia and operating in Australia. The immediate and the ultimate parent entity is Isuzu Motors Limited (IML), a company incorporated in Japan. IAL's registered office and its principal place of business is at:

66 Foundation Road

TRUGANINA VIC 3025

Telephone: (03) 9644 6666

IAL does not have any subsidiaries.

IAL Operations and Supply Chains

IAL's principal activities are the importation and distribution of trucks, related parts and accessories, and diesel engines. IAL works with Isuzu franchised dealers throughout Australia. While the businesses are neither owned nor controlled by IAL, it is a condition of the dealers' franchise agreement that they comply with all applicable laws.

IAL's supply chains are complex. We have both upstream and downstream suppliers in our supply chain. IAL's main upstream supplier is IML which supplies vehicles, engines and their related parts and accessories to be distributed by IAL. IAL's downstream suppliers are primarily the individuals and organisations providing goods and services used to support the sale and distribution of Isuzu trucks and engines, and their related parts and accessories

Potential Risks of Modern Slavery Practices in IAL Operations and Supply Chains

As noted below, modern commercial vehicles contain thousands of separate parts from many different suppliers that form dozens of systems. We rely on IML in respect of the management of the suppliers of these separate parts. We will continue to liaise with IML in relation to IML's management and oversight of human rights and labour including the elimination of discrimination, respect of human rights, prohibition of child labour, prohibition of forced labour and measures taken against use of conflict minerals.

IAL's downstream Tier One suppliers are primarily Australian based from low risk business sectors where wages and conditions are governed by applicable Australian Laws. We will continue to work with our suppliers to identify and address any risks of modern slavery that may be identified.

Actions Taken by IAL to Assess and Address the Modern Slavery Risks.

This report relates to the April 2021 to March 2022 reporting period.

With its head office based in Victoria, IAL's modern slavery related mitigation activities were somewhat inhibited by COVID-19 related restrictions. Accordingly, many of IAL's activities were training and information related. IAL provided the following information and training:

- All Dealers were reminded of reporting obligations during a National Dealer Meeting;
- Senior management received training on modern slavery risks; and
- All IAL employees are required to complete mandatory e-learning on modern slavery.

In addition, all Australian key suppliers to IAL have signed IAL's Supplier Code of Conduct and reporting entities have provided copies of their Modern Slavery Statements. Suppliers continue to be subject to audits which include assessment of modern slavery risks. The Supplier Code of Conduct is provided to new suppliers and its acceptance by new suppliers is a condition of engagement by IAL.

We are pleased to report that in May 2021, IML joined the United Nations Global Compact, in order to cooperate with the international community and contribute to the growth of a sustainable society. IML has committed to further enhance and strengthen its existing sustainability activities in line with the 10 principles of the United Nations Global Compact. IML has commenced including human rights considerations into its procurement activities by incorporating human rights due diligence in its supply chain management.

IML also requested IAL to complete a questionnaire on IAL's corporate social responsibility, which included reporting on IAL's modern slavery awareness and mitigation activities. In expectation of further reporting requirements and to complement the Modern Slavery Taskforce, IAL has also formed a Sustainability Taskforce which will seek to address general human rights risks.

Wider risk issues are reported to the IAL Risk Audit and Compliance Committee which are reported to the IAL Board on a quarterly basis.

How IAL assesses the Effectiveness of our Actions

IAL's Modern Slavery Taskforce made of up of key internal stakeholders meet regularly to:

- review relevant data;
- assess emerging risks;
- lead stakeholder engagement; and
- advise the IAL Board through the IAL Risk Audit and Compliance Committee of its activities.

Other Relevant Information

Modern commercial vehicles contain thousands of separate parts from many different suppliers that form dozens of systems.

These systems and parts are typically supplied by “Tier 1” suppliers. The suppliers to the Tier 1 suppliers are known as “Tier 2” suppliers and so on. It is possible that some small parts are Tier 4.

IAL as the truck supplier can take care of its own systems, processes and staff conditions, and can expect close compliance from its Tier 1 suppliers.

IAL’s Tier 1 suppliers can in turn set expectations from its suppliers. However, the further down the chain each supplier is placed, the less likely IAL is able to reliably track and control workplace practices.

Every effort is made to source products from honourable and compliant suppliers, however it is impossible to be absolutely sure that the entire vehicle is free from components that are produced to IML’s own CSR standards.

Conclusion

This Statement outlines the steps IAL has taken to ensure compliance with its ongoing commitment to examining and reducing Modern Slavery practices it identifies in its businesses. This Statement will be reviewed and updated on an annual basis.

This Statement was approved by the Board of Directors of IAL on 28 April 2022.

Takeo Shindo

Handwritten signature of Takeo Shindo in black ink, consisting of the Japanese characters 進藤 武夫 (Shindo Takeo).

Managing Director and CEO

4 May 2022

