
Modern Slavery Statement

Date: 30 September 2021

IUA Modern Slavery Statement (30 September 2021)

Isuzu UTE Australia Pty Ltd (“**IUA**”) has produced this second Modern Slavery Statement (“**the Statement**”) for the period 1 April 2020 until 31 March 2021 (“**the Reporting Period**”), in accordance with the requirements of the *Modern Slavery Act (Cth.)* “**the Act**”.

The Statement is intended to communicate the steps that IUA and its parent company, Mitsubishi Corporation (“**MC**”), have undertaken during the Reporting Period, to ensure that any risk of modern slavery occurring in any part of IUA’s supply chains, is assessed, addressed and eliminated.

IUA recognises that modern slavery can manifest in many ways, depending on local circumstances. In light of this fact, the Statement addresses steps that IUA, MC and other subsidiaries of MC have or will undertake to prevent any form of modern slavery through IUA’s business and supply chains.

By ensuring that all IUA personnel, contractors and suppliers adhere to IUA and MC policies and procedures, IUA can ensure that all moral obligations as a good corporate citizen and legal requirements under the Act are met, and that all key stakeholders are committed to assisting IUA in its vision to diminish modern slavery. As such, IUA considers the risk of modern slavery occurrence in its supply chain as low.

IUA’s Structure, Operations and Supply Chains

IUA is the Australian wholesale distributor of Isuzu light commercial vehicles. The principal products it distributes are Isuzu automotive vehicles (D-MAX large commercial vehicle (Ute) and MU-X sports utility vehicle) and Isuzu automotive vehicle parts (“**the Product**”) and other accessories related to the Product. Additionally, it manages a network of automotive dealerships in accordance with the provisions of the Franchising Code of Conduct. This includes after-sales (vehicle servicing, parts and customer service) activities.

IUA directly employs approximately 120 personnel and has its headquarters based in Brisbane, Australia. It is a fully owned subsidiary of MC, which is a company incorporated and registered in Japan. MC is a globally integrated business enterprise that develops and operates businesses across its ten business groups. It owns or controls approximately 1,700 companies and subsidiaries in approximately 90 countries.

IUA does not own or control any other entities.

The Product IUA distributes in Australia is supplied by Isuzu Motors International Operations (Thailand) Co. Ltd (“**IMIT**”), which is a corporation incorporated and registered in the Kingdom of Thailand. IMIT is jointly owned by Isuzu Motors Asia Limited (“**IMA**”), and by Tri Petch Holding Co. Limited.

Isuzu Motors Co. (Thailand) Limited (“**IMCT**”) sources components and undertakes the manufacture of the Product, on behalf of IMIT, from amongst its related or affiliated entities and suppliers and from other suppliers globally. IMIT distributes the Product to other entities, including but not limited to IUA. The principle sources within the IMCT supply chain for the Product distributed by IUA, are located in Japan and in the Kingdom of Thailand (“**the IMCT supply chain**”).

IUA supports its dealer network by sourcing Product accessories, and other dealership administrative goods and services, from ICL (Thailand) Co. Ltd (“**ICLT**”) and from Australian suppliers.

Risk of Modern Slavery practices in IUA's Supply Chain

The IMCT Supply Chain has been identified as geographically sourcing components for the Product globally, but principally from suppliers in Japan and the Kingdom of Thailand, with assembly of Isuzu automotive vehicles for IUA, occurring in the Kingdom of Thailand.

IUA acknowledges that the Kingdom of Thailand is identified by the Global Survey Index as a high risk modern slavery country, with a Prevalence Index Rank of 23/167, and as such, there is an elevated risk of modern slavery practices in this component of IUA's supply chain.

Additional Product accessories sourced by IUA, and goods and services associated with the administration of IUA's dealership network, are largely from Australian or Japanese suppliers. As Australia and Japan are identified as low risk modern slavery countries, as per the Global Survey Index, there is a moderate to low level risk of modern slavery practices in this component of IUA's supply chain.

Actions taken by IUA to Assess and Address Risk of Modern Slavery

IUA operates and assesses the risk of modern slavery to its supply chain (as with other MC subsidiaries), in accordance with the policies and procedures provided by MC.

The core corporate philosophy of IUA, MC and all MC subsidiaries are MC's Three Corporate Principles:

- Corporate Responsibility to Society
- Integrity and Fairness
- Global Understanding through Business

MC's Corporate Standards of Conduct is the basis upon which IUA conducts its compliance and risk management systems. MC's Code of Conduct provides the procedures by which IUA conducts its business.

IUA shares and supports MC's commitment to respecting human rights and striving to ensure that its business activities do not cause or contribute to adverse human rights impacts, including slavery and human trafficking. This commitment is expressed through a variety of channels, including the following:

- I. ***Mitsubishi Corporation's Social Charter*** which commits IUA to fully respect human rights, fundamental labour rights and endeavours to ensure the provision of proper working environments with consideration for safety, health and other aspects.
- II. ***Mitsubishi Corporation's Basic Stance on Human Rights***, which affirms IUA's commitment to various international standards including the Universal Declaration of Human Rights, the ILO International Labour Standards and the Voluntary Principles on Security and Human Rights.
- III. ***UN Global Compact*** to which Mitsubishi Corporation is a signatory, demonstrates MC and IUA's commitment to the 10 universal principles in the fields of human rights, labour, environment and anti-corruption.
- IV. ***Mitsubishi Corporations Seven Key Sustainability Issues (Materiality)*** assist MC to realise the simultaneous generation of economic value, societal value and environmental value. IUA

is committed to these sustainable growth milestones. Through “Procuring and Supplying in a Sustainable Manner” as one of the Key Sustainability Issues, MC and IUA will continue to implement a sustainable approach to procurement and supply operations while taking into account environmental and social factors not only in MC’s own business but also throughout the IUA supply chain.

- V. **Mitsubishi Corporation Policy for Sustainable Supply Chain Management** reflects IUA’s obligation to MC’s commitment for the respect of and to uphold human rights, which also extends to IUA’s supply chains. All IUA suppliers are expected to understand, embrace and abide by Article (1) of this policy, which states that “suppliers shall employ all employees of their own free will with no employee being subject to forced or bonded labour, and to address child labour, freedom of association and suitable remuneration.”

IUA monitors the risk of modern slavery practices in its supply chain by annually providing all suppliers as at the Reporting Period, with an audit questionnaire which ascertains the level of supplier risk. The data, which was collated and analysed, examines the following:

1. If IUA suppliers’ had prepared a modern slavery statement;
2. If the IUA supplier is a subsidiary, related body corporate or associated entity of MC (and therefore subject to MC policies and procedures);
3. Where the IUA supplier geographically operates (and if this is outside Australia), and if the IUA supplier operates in any high-risk modern slavery industries (as identified by the Australian Commonwealth Government);
4. The age and number of personnel employed by the IUA supplier;
5. Identify measures that IUA suppliers’ take to manage and mitigate the risk of modern slavery;
6. Any additional policies or processes in-place to manage instances of modern slavery in the supplier’s supply chain; and
7. Any reporting mechanisms that will alert IUA when instances of modern slavery are detected in supply chains.

Additionally, MC may monitor elements of the IUA supply chain in real-time, through the internet based Sustainable Supply Chain Survey, which functions by the reporting and resolution of concerns, and to increase the level of transparency. MC conducts a regular audit and survey of both IUA and elements of the IUA supply chain, which includes physical site visits of supplier facilities. Through such processes, MC is able to confirm to IUA that elements of the supply chain conform to the information provided in MC’s ESG Data Book.

Through these processes, IUA has identified risks and will address such risks as they become apparent, by liaising with the supplier, renegotiation of commercial terms to take account modern slavery risk, requiring training from suppliers and personnel, and other appropriate measures. IUA will strive to be transparent in this process with all stakeholders.

IUA's Assessment of Effectiveness

IUA acknowledges the need to monitor and improve its response to the risk of modern slavery to its supply chains. As such, in future reporting periods, IUA intends to continue to undertake the following actions:

1. Reviewing supplier agreements to ensure contract terms are consistent with the Act;
2. Review IUA's supply chain management policies, procedures and risk assessment process to identify any potential deficiencies, on-boarding process and risk assessment procedures;
3. Refine IUA's current annual survey questionnaire to take account of any data and analysis from the survey results;
4. Identify specific steps and conduct internal audits or monitoring of IUA's supply chain;
5. Undertake tracking actions and measuring their impact;
6. Undertake a training program for IUA personnel to make them aware of the risks of modern slavery to IUA's supply chain as part of IUA's program of annual training, and including training on IUA's Whistle-blower Policy;
7. Working with IUA suppliers to identify and monitor steps to be undertaken to minimise risk of modern slavery within IUA's supply chain; and
8. Developing an IUA supplier code of conduct and ensure that all IUA suppliers' adhere to it.

IUA acknowledges the importance of identifying, assessing and addressing the risk of modern slavery within its supply chains, and addressing the effectiveness of such steps. This recognition is within the broader context of MC's commitments to identify and address any impacts associated with modern slavery. IUA will continue to enhance its capacity to identify, prevent and mitigate any risk of modern slavery within its supply chains, in accordance with the policies and procedures outlined in the Statement.

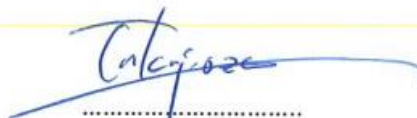
Endorsed by IUA's Board of Directors

The Statement has been endorsed by IUA's Board of Directors.



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Hiroyasu Sato

Managing Director
Isuzu UTE Australia Pty Ltd



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Takuji Ozawa

Deputy Managing Director
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