



Modern Slavery Statement

Who we are

Mitsubishi Motors Australia Limited ACN 007 870 395 (**MMAL**) is an Australian Public Company. MMAL is headquartered in Adelaide Airport, 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 218 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 approximately 500 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.

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.

MMAL Modern Slavery Statement	Issued 10-Sep-2022	Version: 3.0	Review Due: <<+12 Months>>	Page 1 of 4
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In addition to this, metals used in products sourced by MMAL are generally considered to be materials which carry higher risks 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

Our main supplier and parent company, 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. Some of these actions are summarised below but further detail about MMC's actions to achieve respect for human rights can be found here: https://www.mitsubishi-motors.com/en/sustainability/society/human_rights/

Further information about MMC's approach to achieving a sustainable supply chain can be found here:

https://www.mitsubishi-motors.com/en/sustainability/society/supply_chain_management/

We consider that these actions taken by MMC significantly reduce modern slavery risks in MMAL's supply chain.

Policies

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.

Since 2021 MMAL has had in place a whistleblower program which enables eligible whistleblowers (as defined in the *Corporations Act 2001* (Cth)) to report suspected or actual reportable misconduct (which may include human rights breaches or other illegal activity indicative of modern slavery) via an anonymous hotline.

MMAL Modern Slavery Statement	Issued 12-Sep-2023	Version: 4.0	Review Due: <<+12 Months>>	Page 2 of 4
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Due diligence program

In the 2022/23 year MMAL has continued to work through its implemented due diligence program, which has the aim to provide MMAL with greater insight into the operations of its suppliers, allowing to continuously assess the risks of modern slavery within its supply chain.

MMAL has continued with its processes of gathering information from new and prospective suppliers that come on board, with a view to flagging any modern slavery risks amongst newly appointed suppliers and vendors.

As part of this program MMAL requires its suppliers to answer a variety of questions regarding:

- potential modern slavery risk indicators in their operations; and
- steps taken by the suppliers to identify and address risks of modern slavery in their operations

MMAL approves the appointment of a new suppliers and vendors after its own evaluation of the information returned by the prospective suppliers and only in the circumstances where MMAL has determined that the information provided by the suppliers does not reveal any specific or significant risk of modern slavery in its supply chain or operations. Most of the potential suppliers also demonstrate that they are proactive in addressing risks of modern slavery and adhere to their own modern slavery and human rights policies.

As part of a broader modern slavery plan, in the 2022/23 year MMAL has successfully rolled out updated supplier agreements and purchase order terms, addressing modern slavery. Such updated terms prescribe that suppliers must comply with modern slavery laws and take reasonable steps to identify and address risks of modern slavery in its supply chains and operations, notify MMAL as soon as supplier becomes aware of modern slavery practices, as well as take reasonable action to address or remove these practices.

MMAL has worked on preparing modern slavery awareness training for its workforce in the 2022/23 year and anticipates rolling out this training to its employees both at headquarters and its regional offices in the upcoming months.

Reviewing our systems

MMAL is committed to continuously 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.

Consultation

MMAL does not own or control any other entities and therefore, did not need to consult with other entities in the preparation of this statement.

Other information – sustainability

MMAL continues to run 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.

MMAL Modern Slavery Statement	Issued 12- Sep - 2023	Version: 4.0	Review Due: <<+12 Months>>	Page 3 of 4
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Approved by the Board of Directors of MMAL and signed with authority of the Board of MMAL by



Shaun Westcott
Chief Executive Officer
29 September 2023

MMAL Modern Slavery Statement	Issued 12- Sep - 2023	Version: 4.0	Review Due: <<+12 Months>>	Page 4 of 4
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