



Modern Slavery & Human Trafficking Statement

1. Modern Slavery & Human Trafficking Statement

1.1. About Mazda

Mazda Australia Pty Ltd (**Mazda**) is a foreign-owned private company, deriving revenue from the importation and distribution of vehicles and parts. Mazda employs approximately 320 people, operates in Australia, and is administered from its head office in Mulgrave, Victoria. The directors of Mazda have primary responsibility for the governance of Mazda.

Mazda is a wholly owned subsidiary of the Japan-based Mazda Motor Corporation.

Mazda, as a foreign-owned private company recognises the increasing globalisation of its industry, particularly relating to operations and supply chains. With over \$100 million in consolidated revenue in the last financial year, Mazda is a reporting entity that is formally required to maintain and update a modern slavery & human trafficking statement. In line with the requirements of the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**), Mazda has compiled this statement which is intended to assist in eliminating modern slavery and human trafficking.

1.2. The Modern Slavery Act and Mazda's commitment

The Modern Slavery Act defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour services; and the worst forms of child labour.

What all forms of modern slavery have in common is the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain, amounting to a violation of an individual's fundamental human rights.

Tackling modern slavery requires everyone at Mazda to play a part and remain vigilant to the risk in all aspects of Mazda's business and business relationships. Mazda will take a collaborative approach to combatting modern slavery, including ensuring that all relevant areas of its business are aware of what actions they need to take and that modern slavery risks relating to these areas and entities have been identified, assessed and addressed.

Mazda is committed to conducting its business in a way that is ethical and socially responsible. The purpose of this modern slavery and human trafficking statement is to state Mazda's commitment to protecting the rights of all who work for or on behalf of Mazda, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative. Mazda is also committed to protecting and respecting the rights of those who may be impacted by its operations, including those in its supply chains. This modern slavery and human trafficking statement will apply to Mazda as relevant to its Australian operations and obligations under the Modern Slavery Act.

Mazda expects all who have, or seek to have, a business relationship with it to familiarise themselves with this statement and to act in a way that is consistent with



Modern Slavery & Human Trafficking Statement

its values. Mazda seeks to only do business with organisations who fully comply with this statement, or those who are taking verifiable steps towards compliance.

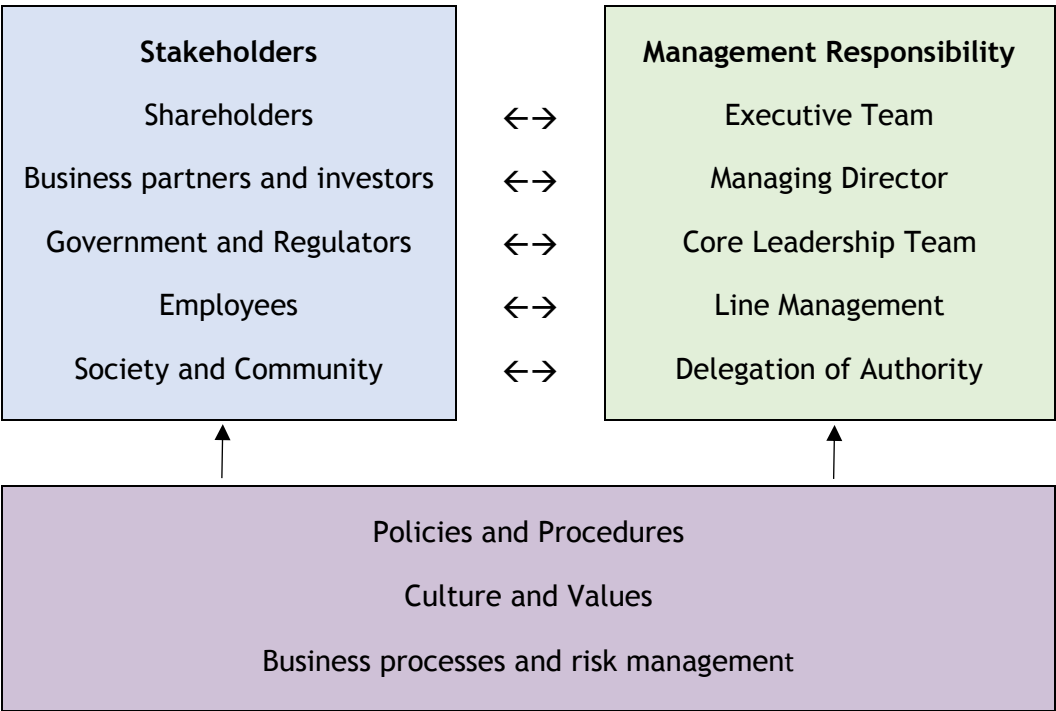
To the extent that the contents of this statement refer to obligations on Mazda, they are guidelines for management or summaries of applicable legislative requirements only, and are not contractual terms, conditions or representations on which a any person or entity (including any staff member) may rely.

1.3.Mazda’s Structure, Operations and Supply Chains

Structure

Mazda’s organisation and governance structure is represented by the diagram in Figure 1.

Figure 1 - Mazda’s Organisation and Governance Structure



Mazda is an Australian proprietary company, led by an executive team (Board) with the Managing Director (MD) overseeing its day to day operations. Underneath the Board and the MD, there are levels of management.

Mazda has a network of authorised franchise dealers (Dealers) across Australia who have a Dealer Agreement where dealers purchase product from Mazda, and sell, and offer repair and maintenance services in relation to Mazda products to customers.

Overarching Mazda’s organisation and governance structure are its policies and procedures, culture and values and business processes and risk management.



Modern Slavery & Human Trafficking Statement

Operations

Mazda operates primarily as an importer and distributor of vehicles and parts, with its operations including the workers it employs.

An assessment of modern slavery risk has been completed in relation to Mazda's operations to consider whether Mazda is causing, contributing, or is directly linked to modern slavery practices.

Mazda consulted with its associated entities (including those it owns and controls) to the degree which reflects its relationship with such other entities and their specific risk profiles in the course of the development of this statement. Mazda's consultation was sufficient to ensure that the modern slavery risks relating to the other entities have been appropriately identified and that the other entities are aware of any actions they need to take.

Supply Chain

Mazda appreciates its supply chain constitutes the products and services (including labour) that contribute to the Mazda's own products and services, including products and services sourced in Australia or overseas.

Mazda has a supply chain made up of several contracted suppliers. Our supply chain relationships include suppliers from the following sectors: Consulting Services, Corporate Clothing, Fleet Management, Information Communications and Technology, Logistics and Transport, Marketing, Office Cleaning, Office Supplies, Print and Promotional Goods and Services, Property Services and Travel.

Mazda recognises the products and services that contribute to its own products and services extend beyond those received from direct suppliers. Mazda's supply chain also includes products and services used by indirect suppliers.

1.4. Mazda Policies and Procedures

Mazda understands the importance of protecting human rights and is committed to protecting the rights of all people. Modern slavery goes against everything Mazda stands for. Mazda has key policies and procedures in place to assist in protecting human rights. These policies and procedures include this statement and Mazda's:

1. Employee Code of Conduct Policy;
2. Work Place Health and Safety Policies and Procedures;
3. Disciplinary Policy;
4. Harassment, Discrimination and Bullying Policy;
5. Termination of Employment Policy.

All Mazda policies are reviewed and updated on a regular basis, including in line with any legislative requirements.

Further, Mazda takes the workplace rights and safety of its staff very seriously, and has various policies in place (including those listed above) for communicating and training staff in relation to these matters.



Modern Slavery & Human Trafficking Statement

1.5. Risks of Modern Slavery Practices in the operations and supply chains of Mazda

Risks of modern slavery practices means the potential for causing, contributing or being directly linked to modern slavery through operations and supply chains. Modern slavery has the potential to exist in a supply chain in a number of ways, including by child labour, debt bondage, forced labour and human trafficking.

Mazda appreciates the following risks in its operations and supply chains:

1. Risks that may cause modern slavery practices;
2. Risks that may contribute to modern slavery practices; and
3. Risks that may be directly or indirectly linked to modern slavery practices.

Mazda considers the third risk the most likely (if any), that Mazda may be linked to modern slavery practices. Mazda is highly aware of the risk that its operations, products or services may be connected to modern slavery through the activities of another entity Mazda has a business relationship with, including those suppliers which maintain a majority of operations outside Australia. These business relationships include all entities in the Mazda supply chain, including entities Mazda does not have a contractual relationship with. It also includes all business partners and investees and borrowers but does not include customers who purchase Mazda products and services.

Mazda considers products and services arising from Office Cleaning and Print and Promotional Good sectors and some subsets of the Vehicle Manufacturing Sector to be of the highest risk of modern slavery in Mazda's supply chain. Mazda appreciates its most severe modern slavery risks may not align with the volume or cost of the products and services procured.

Further, Mazda realises products and services procured from select countries may constitute some of the highest modern slavery risks. This is due to a variety of factors including some countries maintaining poor governance, weak rule of law, conflict, migration flows, and socio-economic factors like poverty.

Mazda is committed to continually improving how it works with business, government, suppliers and society to meet moral and ethical obligations to combat modern slavery and human trafficking. Mazda is strongly committed to working with its suppliers to eliminate modern slavery from its supply chain.

Additionally, Mazda has a commitment to ensure that its employment practices are compliant with the *Fair Work Act 2009* (Cth), applicable work health and safety legislation and applicable awards and enterprise agreements. Mazda regularly reviews compliance to ensure employees are treated fairly and with respect, are of working age and working on their own free will and are paid in accordance with minimum legislative requirements (including in accordance with a relevant modern award or enterprise agreement).



Modern Slavery & Human Trafficking Statement

1.6. Due Diligence and Risk Management

As a leading vehicle importer and distributor, Mazda considers the risk of modern slavery within its direct business operations to be low, particularly given all Mazda products that are imported and distributed are overseen from Melbourne, Victoria, under the supervision of Mazda employees. However as foreshadowed above, Mazda recognises its supply chain and customers can be indirectly exposed to modern slavery and human trafficking risks.

As mentioned above, Mazda takes the workplace rights and safety of its employees very seriously and has various policies in place for communicating and training employees about such matters

Mazda works with its stakeholders to identify and understand the impacts of its activities. Due diligence is implemented to prevent and mitigate adverse impacts arising from Mazda's activities. This due diligence refers to an ongoing management process to identify, prevent, mitigate and account for how Mazda addresses actual and potential adverse human rights impacts in its operations and supply chains.

The due diligence process is initiated where possible by a risk identification and assessment of suppliers prior to any contracting. These measures are discussed in more detail below. Mazda being a small/medium Australian enterprise understands its ability to use its leverage to minimise modern slavery risks may be limited, particularly when engaging with large conglomerate organisations further down its supply chain.

Governance

Good governance is essential to the long-term sustainable success in eliminating modern slavery. Good governance is ingrained at Mazda and is the collective responsibility of all levels of management and even more widely extends to all employees. The risk of modern slavery in Mazda's operations and supply chain is assessed within Mazda's corporate-wide governance and risk management framework. Responsibility for assessing and addressing modern slavery risks have been assigned to a senior manager, and Mazda's board is briefed regularly and appropriately.

Contractual Arrangements

Through contractual arrangements and procurement principles, Mazda suppliers and contractors are required to comply with Mazda Policies. Mazda's standard terms and conditions also require minimum standards in ethical business practices, safety and environmental protection.

Grievance and feedback

Mazda has a number of mechanisms for stakeholders and other third parties to anonymously report suspected or actual illegal activities, breaches of human rights, and/or Mazda policies.

In addition, Mazda clients, suppliers, and third parties can raise modern slavery related concerns via our webpage.



Modern Slavery & Human Trafficking Statement

Grievances can also be received via direct correspondence, social media or through bodies such as the Human Rights Commission and the Department of Home Affairs.

Where concerns are raised, Mazda will conduct an investigation in accordance with regulatory requirements and will address any concerns as appropriate. Mazda's grievance procedures ensure all grievances are managed and investigated in a comprehensive, timely and transparent manner.

Training and Communication

Modern slavery requirements and updates will be communicated to all Mazda employees during team meetings and onsite training sessions to ensure compliance with this statement across Mazda's entire business.

In 2025-2026, this will include risk awareness training for management employees which will include information on modern slavery. Further, Mazda seeks to ensure that all employees who engage with Mazda's stakeholders, together with employees more generally, understand this statement and can proactively identify and escalate risks or concerns.

Statutory Declarations

Before engagement, Mazda will be clearly communicating its expectations to suppliers, including by ensuring that modern slavery issues are specifically addressed in supplier contracts, prequalification and other relevant mechanisms.

Mazda wants to ensure it is well prepared to respond if it finds modern slavery occurring in its operations and/or supply chains.

1.7. Actions to date

Actions taken to date to minimise the risks of modern slavery within Mazda include:

- undertaking review of existing suppliers in renewal and new suppliers in accordance with established procurement protocols, ensuring compliance with Mazda policies;
- developing communications to suppliers in relation to Mazda's expectations regarding the assessment and addressing of modern slavery risks in its supply chains;
- undertaking a gap analysis of Mazda's current policies and procedures against the Modern Slavery Act;
- working with other stakeholders to address and assess risks of modern slavery; and
- developing this modern slavery statement and committing to its annual review in line with current best practice and applicable legislative requirements.

Additionally, during the reporting period Mazda has engaged and consulted with Mazda Technical Training Australia Pty Ltd (MTTA), a wholly owned subsidiary of Mazda, in the preparation of this statement. MTTA is the entity which provides technical training on Mazda's behalf.

How Mazda assesses the effectiveness of actions



Modern Slavery & Human Trafficking Statement

Mazda continues to assess the effectiveness of its actions in comparison to industry standards and practices.

There are a range of ways Mazda demonstrates how it assesses the effectiveness of its actions, including:

1. An established process to review the actions it has taken. This includes an annual executive review of Mazda's response to modern slavery.
2. Conducting internal audits and/or monitoring of specific steps Mazda has taken to assess and address modern slavery risks.
3. Working with suppliers to check how they are progressing, including any actions they have put in place to address modern slavery risks.
4. Regularly checking risk assessment processes to ensure they remain up to date.
5. Established processes to provide for regular engagement and feedback.
6. Tracking the actions taken and measuring the impact of such actions.
7. Continuous development of a consultation process to ensure any entities owned or controlled by Mazda are aware of their obligations, furthering Mazda's goal to avoid the use of modern slavery throughout its supply chain.

1.8. Looking Forward

Mazda has set the following priorities for 2025-2026:

1. **Reviewing Policies and Procedures** - to continue to ensure Mazda's current policies and procedures are best practice and are consistent with the Modern Slavery Act.
2. **Modern Slavery Training** - to staff involved in or overseeing procurement to ensure they are able to identify and manage modern slavery risks.
3. **Contracts compliance with policies** - Continue to make it clear in our procurement process the requirement to be fully compliant with Mazda policies which address legal and ethical compliance. When assessing new contracts with any suppliers, Mazda is committed to requesting wording which specifies prohibition of trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour services; and the worst forms of child labour.
4. **Organisations** - Continued involvement in charitable organisations with aims consistent with and in alignment with the values afforded by the Modern Slavery Act.
5. **Analysing supply chains** - Mazda will collect data (from questionnaires and consultation) and conduct risk assessments to determine which parts of its supply chains (i.e. suppliers who provide products or services directly to Mazda) are most at risk from modern slavery. Additionally, information from direct suppliers will be sought about sub-suppliers (including country of origin). Where possible, Mazda will further engage directly with its suppliers with respect to this statement to understand the measures they have in place to mitigate modern slavery within their own operations, and will work with



Modern Slavery & Human Trafficking Statement

other entities to carry out joint assessments of supply chains, using traceability processes and identifying existing credible assessments.

6. **Improve supplier awareness** - of modern slavery risks and how they may contribute to modern slavery through awareness-raising and training. This includes a commitment to look beyond the direct relationship with suppliers to identify any modern slavery risks occurring at other points in the supply chain. Mazda expects that its contracted suppliers hold their own suppliers to the same standards and Mazda reserves the right to terminate any contractual arrangement with a supplier where a supplier fails to comply with this statement (including by failing to appropriately assess and address the risks associated with modern slavery) or otherwise breaches the Modern Slavery Act.

1.9. Conclusion

This is an ongoing commitment by Mazda to continue to monitor compliance with the Modern Slavery Act, including by educating stakeholders, strengthening its supply chain and addressing and mitigating risks.

Executed by Mazda Australia Pty Ltd:

This Modern Slavery Statement is signed by the following signatories on behalf of the Board of Mazda Australia Pty Ltd that is the principal governing body for the reporting entity.

Signature: 
Signed by: Michael Robins
597AE40503A8488...
Michael Robins
Date: 06-Jun-2025 | 16:13 AEST

General Counsel (Head of Legal)
Mazda Australia Pty Ltd

Signature: 
Signed by: Vinesh Bhindi
0C1D2321AA8844E...
Vinesh Bhindi
Date: 10-Jun-2025 | 10:41 AEST

Managing Director (Board Member and Director of Mazda)
Mazda Australia Pty Ltd