

Nintendo Australia Pty.Limited

MODERN SLAVERY STATEMENT

2023



About this Statement

This Modern Slavery Statement is made pursuant to section 13 of the Australian Modern Slavery Act 2018 (“the Act”).

This Statement is made by Nintendo Australia Pty Limited and covers the reporting period April 2022 to March 2023 (2023 fiscal year) inclusive.

Being part of a global company with the ultimate goal of “Putting Smiles on the Faces of Everyone Nintendo Touches”, we realise the importance of responsible workplace and environmental policies and practices.

The purpose of this Statement is to outline the actions we took during the 2023 fiscal year to identify, prevent and minimise the risks of modern slavery in our business and supply chain. The actions taken were based on our plans and knowledge gained from the review of our operations and supply chain during previous years.

This Statement has been approved by the principal governing body for the reporting entity who is the sole director, Mr. Takuro Horie. This Statement was reviewed and approved in September 2023.



Takuro Horie
Managing Director (Sole Director)
Nintendo Australia Pty Limited
Date: 20.09.2023

Business Overview

Nintendo Australia Pty Limited (“NAL”), headquartered in Melbourne, was established in 1993 and serves as base of operations for Nintendo in Australia. Our registered office is at 804 Stud Road, Scoresby VIC 3179 Australia.

Our parent company, Nintendo Co., Ltd. (“NCL”) of Kyoto, Japan, manufactures and markets hardware and software for its Nintendo Switch system.

As of 31st March 2023, Nintendo Australia had a total of 96 employees.

Structure, Operations and Supply Chain

Nintendo Australia Pty. Limited is a private company wholly owned by Nintendo Co., Ltd. of Kyoto, Japan. NAL does not own or control any other entities.

The principal activities of NAL consist of importing, distributing, and marketing of Nintendo electronic games and equipment within Australia and exported to New Zealand.

In the fiscal year ending 31st March 2023, NAL worked with over 180 suppliers, with our main expenditure being on our direct supplier, NCL, for purchase of goods for resale (82%).

However, NAL's supply chain is more complex than products and services provided by its direct suppliers. It extends to products and services provided by its direct and indirect suppliers.

OPERATIONS	
Purchase of Goods for Resale	<ul style="list-style-type: none"> Procurement of Nintendo hardware/software/accessories from NCL
Product Packaging & Printing	<ul style="list-style-type: none"> Printing and packaging before delivery to retailers: <ul style="list-style-type: none"> Sleeves, boxes, and cases Cartons
Assembly & Warehousing	<ul style="list-style-type: none"> In-house packaging at the NAL warehouse, which may be subcontracted. Warehouse product on site
Distribution to Retailers	<ul style="list-style-type: none"> Freight companies deliver our products to our customers across Australia and New Zealand
Repairs	<ul style="list-style-type: none"> In-house repairs and service of our products
Sales and Marketing	<ul style="list-style-type: none"> Media & advertising (including website) Gifts with purchase/merchandise for distribution to our consumers
Other Activities	<ul style="list-style-type: none"> Purchase of office and IT equipment Miscellaneous other services

Policies and Governance

In the fiscal year ending 31st March 2023, NAL again undertook a review of the potential modern slavery risks in our operations.

Our objective is to identify, prevent and mitigate modern slavery risks within our operations and in our supply chain.

Our pre-existing NAL Code of Conduct outlines the ethical values and standards of behaviour which are expected of all employees of NAL in their daily business activities.

NAL's Code of Ethics sets forth standards expected of NAL's suppliers, as well as retailers and distributors that are supplied by NAL.

NAL's Whistle-blower Policy establishes a system that allows anonymous reporting of disclosures of misconduct or any improper state of affairs or circumstances by employees of NAL and emergency/public interest disclosures. The system enables such disclosures to be made to key positions within NAL, or in extreme situations, directly to external agencies or NCL.

To reduce the risk of modern slavery, the following measures are part of our recruitment process:

- *All employees of NAL are bound and protected by written employment contracts in compliance with employment law.*
- *We use reputable employment agencies when hiring temporary staff who are bound to comply with our Code of Ethics.*

Assessment of Modern Slavery Risks

We created a risk assessment program to assess our human rights risk exposure using tools such as the “2018 Global Slavery Index” published by the Minderoo Foundation and the U.S. Department of Labor’s “2018 List of Goods Produced by Child Labor or Forced Labor”.

Based on the tools noted above, we selected suppliers for review which conducted final assembly in countries categorised as having high geographical risk or those which provide products identified as having high product risk.

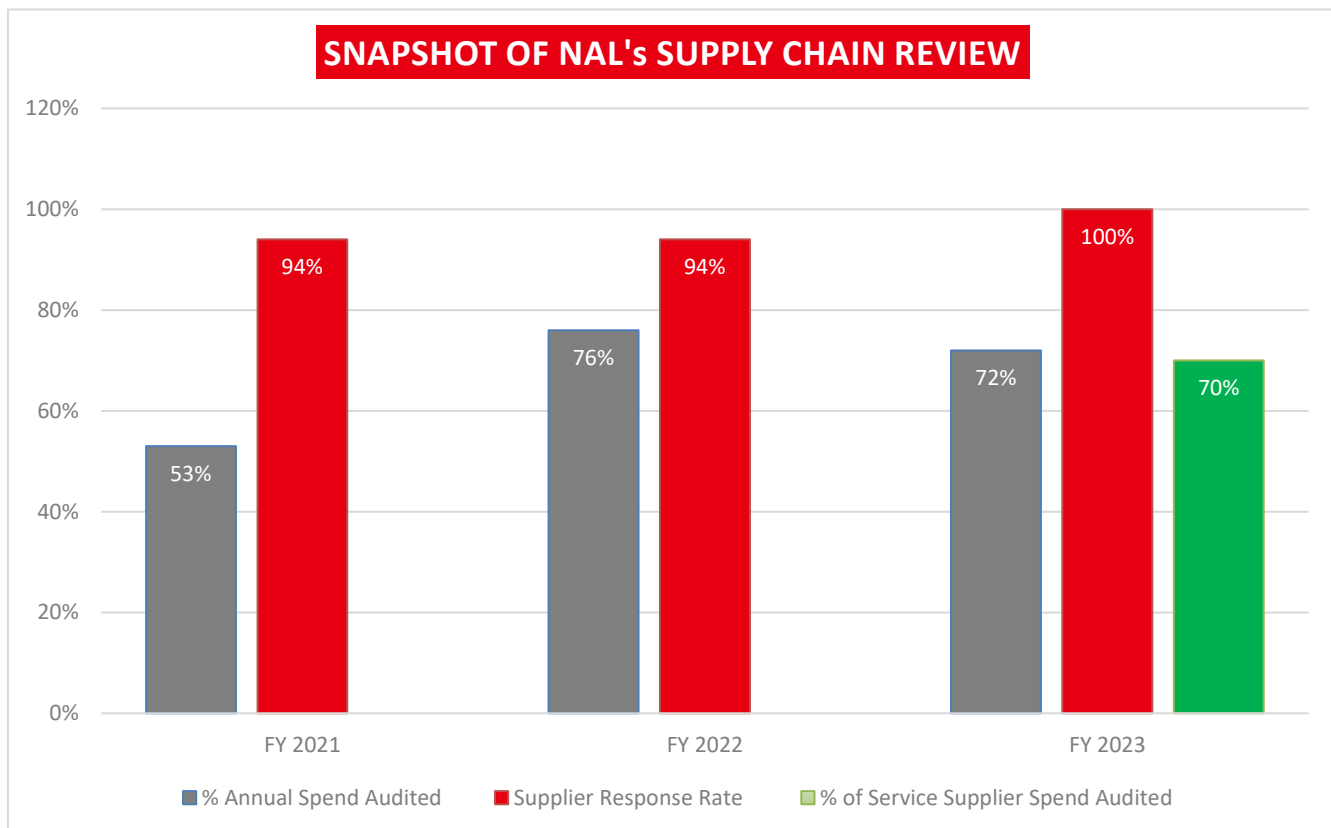
We were mindful of the risk indicators highlighted in the “2018 Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities”, including:

- 1. **Product and Services Risks** – certain products and services may have high modern slavery risks because of the way they are produced, provided, or used.*
- 2. **Geographical Risks** – some countries may have higher risk of modern slavery.*
- 3. **Entity Risks** – some entities may have modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.*

Assessment of Modern Slavery Risks in our Operations and Supply Chain

As part of the supply chain review of over 180 suppliers, we assessed 14 suppliers, including both companies assessed in previous years and those being assessed for the first time, which represent 72% of our annual supplier spend. Of the total 14 suppliers assessed:

- There was a 100% response rate.
- This year, NAL also incorporated service providers as part of the supply chain review. We assessed service providers that made up 70% of annual service provider spend.
- There are products that have been identified by the U.S Department of Labor’s “2018 List of Goods Produced by Child Labor or Forced Labor” as having a higher product risk, such as electronics and merchandise using textiles.



Due Diligence and Mitigation Processes

Steps that we have taken to assess and mitigate risk in our supply chain include:

- Development of a risk management program using human rights risk indicators.
- Conducting supplier surveys specially designed to validate supplier workplace practices.
- Factories that assemble/package our core products (such as Nintendo Switch hardware and software) were asked to complete a Responsible Business Alliance (RBA) self-assessment questionnaire.
- All other Australian and overseas suppliers under review were asked to complete the NAL Self-Assessment Questionnaire, to demonstrate that they have a robust ethical sourcing program in place.
- Working with NCL to evaluate supplier risks.
- Ongoing contracts with our suppliers including a Supplier Code of Ethics.

We have further raised awareness within the organisation and conducted educational training with our employees on the preventative and proactive measures to be taken in creating continuous improvement for this matter. All Project Team members and all employees involved in procurement have received training and are aware of the obligations the company has under the Act. This training was also extended to all staff at NAL.

NAL Governance Structure

While addressing the reporting criteria for the Modern Slavery Statement, our Steering Committee and Project Team members continue to strive for continuous improvement. We have also gathered key advisory members to further assist in the process.

Key Members of the NAL Steering Committee

- NAL Managing Director
- NAL Director of Business Affairs
- NAL Legal Team
- NAL Audit and Risk Management Team

Key Members of the NAL Project Team

- NAL Heads of Departments

Key Advisory Members

- NAL Managing Director
- NAL Heads of Departments
- NCL CSR Team
- Global CSR Procurement Working Group

Assessing Effectiveness of Actions

Nintendo has conducted a global supply chain risk assessment to determine the effectiveness of our actions. We have also established the Global CSR Procurement Working Group to holistically share information related to each Territory's CSR procurement activities as well as discussing initiatives for the group as a whole.

In addition to the above, the NAL Steering Committee and Project Team continue to work collaboratively to monitor the supply chain risk, especially for products with high product or geography risk.

Some of our key indicators when assessing the effectiveness of our actions include:

	Key Indicators	Measurement
Operations	<i>Expand staff awareness on ethical sourcing.</i>	<ul style="list-style-type: none"> - 100% of NAL procurement staff attended the annual training on ethical sourcing. - The NAL Code of Conduct is available on the NAL website and staff internal company network.
	<i>Consults by the Steering Committee to NAL staff.</i>	<ul style="list-style-type: none"> - General increase in number of consults provided to NAL staff in charge of procurement.
Supply Chain	<i>Expand supplier awareness on ethical sourcing.</i>	<ul style="list-style-type: none"> - 100% of supply contracts include NAL Code of Ethics. - Supplier awareness to be expanded.
	<i>Suppliers that have completed the due diligence questionnaire.</i>	<ul style="list-style-type: none"> - 100% of questionnaires were returned by suppliers.

Future Commitments

1. *Continue to extend our supply chain review to additional suppliers that were not in scope previously.*
2. *Continue to provide further training for our staff to empower them to identify potential risks especially during the supplier selection process.*
3. *Further investigate suppliers where potential for human rights risk was identified.*
4. *Further increase supplier awareness on supply chain risks and NAL Code of Ethics.*

Nintendo's commitment to corporate social responsibility extends beyond the supply chain process. To find out more about Nintendo's CSR, please refer to the CSR Information site on NCL's corporate website: <https://www.nintendo.co.jp/csr/en/index.html>