

Kalmar Equipment (Australia) Pty. Ltd.
Suite B, Level 1
668 Lorimer Street
Port Melbourne Vic 3207
Australia
ABN: 64 078 885 613

Kalmar Equipment (Australia) Pty. Ltd.

Modern Slavery Statement 2024

This statement is made in accordance with the requirements of the Modern Slavery Act 2018 and applies to the following private companies that form the Kalmar Equipment (Australia) Pty. Ltd. Consolidated Group of Companies.

- Kalmar Equipment (Australia) Pty. Ltd. – ABN: 64 078 885 613
- Inver Port Services Pty Ltd – ABN: 15 087 079 347

Company Overview (Structure)

Kalmar Equipment (Australia) Pty. Ltd. (Kalmar Australia) and Inver Port Services Pty Ltd (Inver Ports) are headquartered in Melbourne Victoria. They provide a product sales, service and labour hire business Australia wide. Inver Ports, a labour hire business, is a wholly owned subsidiary of Kalmar Australia. The geographic footprint of the Australian companies is Australia, New Zealand and local Pacific Island countries such as the Solomon Islands and Papua New Guinea.

Kalmar Australia is a wholly owned subsidiary of Kalmar Oyj (Kalmar Finland) based in Helsinki Finland. In 2024, Kalmar Finland had an Annual turnover of EUR 1,720 million.

Kalmar Finland operates in the global heavy material handling / logistics market and is a leading International provider of cargo and load handling solutions with a goal of becoming the leader in intelligent cargo handling. Kalmar's Finland's offering – cargo handling equipment, automation, software and services – are used in ports, terminals, distribution centres and various industries worldwide.

As at 31 December 2024 the Kalmar Australia and Inver Ports companies employed a total of 200 employees.

Supply Chain Risks

Kalmar Australia and Inver Ports are committed to respecting human rights within their operations and the supply chain upon which we rely. During 2024, we have reviewed new locally sourced external third party Caterers, Cleaning Services, Security and Labour Hire Contractors to ensure that these suppliers are compliant with the principles of our Corporate Business Partner Policy / Code of Conduct and as such have determined that we have minimal or no modern slavery risks from these sources. We will continue to review new suppliers for any Modern Slavery Risks as they provide services to us.

Kalmar Finland prepares an annual Statement on Modern Slavery and Human Trafficking. Their Policy is based on the commitment to the UN Global Compact and ILO Declaration on the Fundamental Principles and Rights at Work. Within Kalmar Finland's and Australian operations, and taking into account the nature of the products and services that we sell, Kalmar Australia and Inver Ports have not identified any operations at risk of incidents of forced labour or child labour.

We acknowledge that there are risks of modern slavery in various geographic locations around the world and we rely upon the efforts of our Ultimate Parent Company, Kalmar Finland, to manage the up-line risks associated with products and services provided by them to us locally. Kalmar Finland's Board of Directors has laid forth a Code of Conduct that applies to all Employees, Directors and Third Parties acting on behalf of the company. Kalmar Finland has determined that there are certain countries (e.g. China and Malaysia), within its supply chain, where there is a higher risk of adverse human rights violations. To counter any potential issues with these high risk countries Kalmar Finland has implemented country-specific practices, processes, training and communications for these high risk countries.

Kalmar Australia acts as an importer of finished product and spare parts from Kalmar Finland related companies operating internationally. Suppliers are expected to follow the same principles as those are set out in the Kalmar Australia and Inver Ports Supplier Code of Conduct where Kalmar Australia and Inver Ports emphasise the importance of a sustainable value chain. To achieve that, Kalmar Australia and Inver Ports expect its suppliers to follow sustainable business practices.

Kalmar Australia and Inver Ports appreciate long-term and localised suppliers throughout each business area. We choose our suppliers on the basis of objective factors such as quality, reliability, delivery and price. The Supplier Code of Conduct highlights human rights as one crucial element of sustainability. The supplier criteria aims to ensure that our suppliers conduct their business in compliance with international human rights and environmental laws.

The new supplier checklist, includes 20% of the questions that are related to issues regarding the environment, labour, slavery, ethics and compliance, or health and safety. All new suppliers are audited against these supplier criteria prior to acceptance. Additionally, new strategic suppliers go through a more detailed risk assessment process to ensure further development in human rights work, if required.

Locally, we follow the same procedures as Kalmar Finland and have reviewed areas of vulnerability such as outsourced cleaning services, security and labour hire contractors to ensure that these suppliers are compliant with the principles of the Corporate Supplier Code of Conduct referred to above.

Governance and grievance mechanisms (Due Diligence)

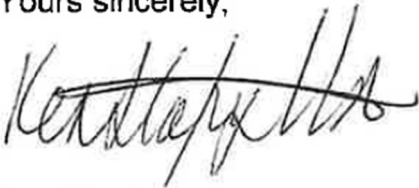
In addition to the Conduct Corporate Business Partner Policy / Code of Conduct, any concerns and potential misconduct are reported to Kalmar Finland's Ethics and Compliance team either directly or through the Speak-up line. The Speak-up Line is operated by an external provider and managed by the Ethics and Compliance team. All concerns are assessed according to a formal process which is overseen by the Code of Conduct Panel of the Kalmar Leadership Team, which is chaired by the CEO.

Kalmar Australia and Inver Ports are committed to respect human rights within their operations, as well as to comply with national, international laws and regulations. Kalmar Australia and Inver Ports strive to be good corporate citizens in each jurisdiction in which they operate and want to be a safe and trusted partner for all of its stakeholders.

Approval

This Statement is approved by the Board of Directors of Kalmar Equipment (Australia) Pty. Ltd. and signed by the Chairman of Directors.

Yours sincerely,



Ken Staylpton

Director

Dated:

7/04/2025