

DAIFUKU OCEANIA LIMITED MODERN SLAVERY STATEMENT YEAR 2023

This Modern Slavery Statement (Company Statement) sets out Daifuku Oceania Limited approach and actions to manage modern slavery risks related to its global operations and supply chains throughout the year ending 30 June 2024 (FY23).

Daifuku Oceania Limited recognises its responsibility under the *Modern Slavery Act 2018* (Cth) and the *Modern Slavery Act 2015* (UK) to assess and address modern slavery risks and to take a robust approach to slavery and human trafficking. We are committed to continually improving our modern slavery risk management, to prevent slavery and human trafficking in our corporate activities and supply chains.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Daifuku Oceania Limited. (NZBN-9429034520918) is member of Daifuku Company Limited (Parent Company) and it is therefore subjected to the Daifuku Group commitments to ethics and sustainable development (including environmental and social responsibilities) as set out in the Daifuku Group Corporate Code of Conduct and associated documents.

Daifuku Oceania Limited is the holding company of a group of related companies that operate across Australia, New Zealand, Malaysia, Japan, Norway, Canada, Middle East and Asia Pacific Regions.

The related companies that operate under Daifuku Oceania Limited (a New Zealand based company) are as follows:

In Australia:

- BCS Airport Systems Pty Limited (ABN: 63 097 441 882)
- BCS Logistics Solutions Pty Limited (ABN: 44 131 499 413)
- BCS Infrastructure Support Pty Limited (ABN: 61 097 441 873)

In New Zealand:

- BCS New Zealand Limited (NZBN – 9429033014876)
- Sym 3 Limited (NZBN – 9429037383497)

In Malaysia

- BCS Integration Solutions Sdn. Bhd (965148-M)

Our expertise lies in delivering end to end solutions to airports, airlines, freight, and industrial customers around the world. Our business is divided into the following core business units:

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Airport Technologies including Self Service

Development, design, manufacture, installation, servicing, and operational and maintenance support of Baggage Handling Systems (BHS), Hold Bag Screening (HBS), security systems and integration systems, 3D Virtual Airport simulation and emulation software packages. Our main clients are small regional ports right through to large international airports.

Intralogistics

Development, design, manufacture, installation servicing and operational and maintenance support, of a broad range of material handling systems suitable for small and large automated sortation solutions, as well as automated storage and picking technologies for small and large distribution and manufacturing hubs.

Daifuku Oceania Limited operates across Australia, New Zealand, Malaysia, Japan, Norway, Canada, Middle East and Asia Pacific Regions. Our supply chains are predominantly based within those regions.

RELEVANT POLICIES

Across the Daifuku Oceania Limited group, we have established a comprehensive suite of policies to support our approach to addressing modern slavery, including risks and steps to be taken to prevent slavery and human trafficking in our operations. Our policies clearly articulate the standard we expect from our employees, suppliers, and business partners. We are committed to continually reviewing and improving our policies to ensure they remain fit for purpose.

The below outlines our values and key policies relevant to addressing modern slavery and human trafficking.

Our Values

The Daifuku Oceania Limited business philosophy is centred on people. Since its inception, we have focussed on delivering what people want and need and we continue to work on the words of our founder:

"What makes a company successful is honesty and integrity, and the focus on doing things right. We consider our customers as part of our business, and we must serve their needs in the most professional and efficient way."

Our core values are:

- Think safe, act safe, home safe
- Outstanding service and value to the customer
- Respect and trust for each other
- To look beyond the obvious
- Having fun

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Code of Conduct

All Daifuku Oceania employees are expected to behave and conduct themselves ethically, professionally and consistently with the company values, building and fostering a culture in which diversity is valued and providing a workplace that is free from discrimination, harassment, bullying, threats and intimidation. This promotes a safe and positive work environment, fosters productive working relationships, and assists the Company to achieve its strategic and operational objectives.

Human Rights Policy

All Daifuku Oceania employees, suppliers and business partners are expected to comply with this policy. Daifuku Oceania will conduct business in a way that respects the rights and dignity of people, and avoids complicity in human rights abuses, while complying with legal and regulatory requirements which incorporate the protection of human rights. These include employment laws, covering areas such as discrimination, harassment – including sexual harassment, workplace bullying and victimisation and occupational health and safety.

Whistle-blower Policy and Procedure

We encourage all of our employees, clients and other business partners to report any concerns related to the direct activities, or the supply chains of, Daifuku Oceania. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing policy is created to make it easy for employees to make disclosures, without fear of retaliation.

Harassment Policy

Daifuku Oceania is committed to providing a work environment that is free from any form of harassment; where all people are treated with respect and dignity and can contribute and participate to their full potential. All Daifuku Oceania employees, suppliers and business partners are expected to comply with this policy.

Recruitment and Selection Policy and Guidelines

Daifuku Oceania is committed to a fair and equitable recruitment process that is transparent, effective and efficient, ensuring that the best candidate is selected for every role. Suitability for a position will be based on (among other criteria), a candidate’s ability to perform the role and fit with the organisation and its values.

RELEVANT PROCESSES

Supplier Management Strategy

Daifuku Oceania Limited conducts its procurement practices in a fair and transparent manner. Our procurement across Daifuku Oceania Limited is conducted through our centralised procurement function, which supports a consistent approach to modern slavery risk management in relation to our suppliers.

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Daifuku Oceania Limited avoids dealing with contractors and suppliers known or reasonably suspected to be in breach of the Modern Slavery Acts.

To ensure that we undertake due diligence when considering taking on new suppliers, or reviewing our existing suppliers, we undertake the following assessment on a periodic basis:

- Mapping the supply chain to assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human tracking risks of each new supplier and existing suppliers.
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.
- In addition, we are investigating the development of a reporting capability to the supplier database, which will allow us to filter suppliers flagged as high risk and undertake annual checks in a more efficient way.

Raising employee awareness of Modern Slavery

As well as delivering tailored training to all employees, Daifuku Oceania has raised the awareness of modern slavery issues through circulating important information and updates.

The information provided has outlined the key principles of the *Modern Slavery Act 2018* (Cth) and the *Modern Slavery Act 2015* (UK).

In addition to this our Whistle-blower Policy and Procedure outlines how employees can make a disclosure, which could potentially include modern slavery or human trafficking issues.

The Company also provides access to various employee assistance and support channels for all employees, including mental health and wellbeing support.

Management Monitoring and Review

Senior Management is committed to continually monitoring compliance and the effectiveness of those Policies, introducing changes and improvements, as appropriate.

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

Daifuku Oceania recognises that the greatest modern slavery risk exists from our external supply chains. During 2021, we conducted a modern slavery risk-mapping assessment. The analysis was undertaken on our operational and supply chain procurement activities focusing on supplier expenditure by sector and geography.

The outcomes of our analysis have been summarised into these two key areas.

A. Industry risk

Based on supplier industry and expenditure, our top three key risk sectors can be classified as Mechanical components, Electrical equipment's & Installation services – each of which has a unique risk profile.

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Mechanical Components - This industry includes companies that supply mechanical components, or equipment classified in the Heavy Electrical Equipment sub-industry. The mechanical industry typically has long international supply chains for its raw materials manufacture and product assembly.

Electrical Components & Equipment: This industry includes companies that supply electric cables and wires, electrical components, or equipment not classified in the Heavy Electrical Equipment sub-industry. Similar to mechanical, the electronics industry typically has long international supply chains for its raw materials manufacture and product assembly.

Installation services: The installation service sector, which includes engineering companies and small-scale contractors, is characterised by large and complex international supply chains as well as local and overseas manual labour. This sector sources goods and materials which originates in countries or geographic regions with the potential of weaker working conditions and regulations.

B. Geographic risk

More than 90% of Daifuku Oceania’s suppliers are based in Australia, New Zealand & Malaysia, these nations have democratic governance, strong rule of law, minimal internal conflict, and healthy economic development, therefore, the geographic modern slavery risks are low.

STAKEHOLDER ENGAGEMENT AND CONSULTATION

The content of this statement applies to all entities owned and controlled by Daifuku Oceania Ltd. As the directors of Daifuku Oceania Ltd are also directors of each other reporting entity in the group, and the group is managed by a single executive management team, uses the same policies and processes, and shares many of the same suppliers, we have provided a single consolidated description of our actions to address modern slavery risks and this statement has been prepared on a ‘whole of group’ basis. The working group that co-ordinated preparation of this statement included representatives from our procurement, sustainability, corporate affairs and legal teams and received input from each of our operating businesses, our risk team and our executive management team.

Consultation was undertaken at Board level through presentations to and feedback from the Risk Management and Compliance Committee. This statement was considered and approved by the Daifuku Oceania Board.

Based on the requirement of the Modern Slavery Act to take action, part of Daifuku Oceania Ltd. actions also includes the awareness training module delivered to all relevant workers online. The same awareness training module will be delivered to its suppliers as part of its contractor and procurement management protocols.

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JANUARY 2024 UPDATE

This is our fourth Statement issued by Daifuku Oceania under the Australian Modern Slavery Act and relates to the FY23.

During FY23, Daifuku Oceania has had:

1. Employment in 2023

All workers employed by Daifuku Oceania are provided with contracts of employment in a language they can understand, prior for the purposes of performing work.

As standard process, new employees are required to provide evidence of their right to work, which typically includes (but not limited to) a copy of their passport, visa and/or birth certificate. Although it is not a requirement to provide proof of age, that information is included as part of the onboarding documents we receive.

During 2023, Daifuku Oceania hired 145 new employees.

- New Zealand: 59
- Australia: 45
- Japan: 17
- Malaysia: 24

2. Raised awareness of employees in Modern Slavery

- We continually raise awareness on modern slavery risks through internal communications informing employees about the Human Rights and the Whistle-blower policies.
- Supplier Management and Modern Slavery Act training and awareness sessions were delivered in December 2022 to Daifuku Oceania Procurement and Factory Teams.

3. Embedded Modern Slavery due diligence into Daifuku Oceania Supply Chain

- In 2023 Daifuku Oceania Limited focused on mitigating the risk of slavery and human trafficking in our global supply chain.
- A due diligence process was undertaken with each new or existing Tier 1, Tier 2 or Tier 3 suppliers. These due diligence checks included:
 - Mapping the supply chain geographically to assess risks of non-compliance with modern slavery act.
 - Suppliers acknowledging and signing declarations accepting compliance with our Human Rights Policy
 - Conducting supplier audits or assessments to verify compliance.
- 100 key suppliers have been assessed following the above processes. These Suppliers are based in Malaysia, Australia, New Zealand, China, Canada, Singapore, Thailand, England, Japan, and France.

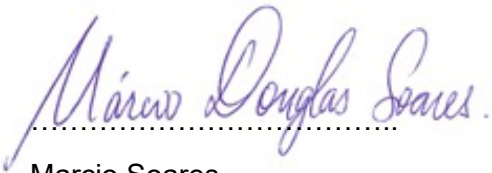
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STATEMENT APPROVAL

As an international business, we recognise that modern slavery and human tracking are significant global issues that present challenges for businesses around the world. We are committed to continually improving our practices to combat modern slavery and human tracking within our supply chains.

We have a zero-tolerance approach to these issues and act with integrity in all our business arrangements.

This Statement for Daifuku Oceania Limited is approved by the Board of Directors of Daifuku Oceania Ltd as the holding company of the related companies covered by this statement on 25/01/2024.



Marcio Soares

CEO of Daifuku Oceania

31/01/2024

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