



SCANIA AUSTRALIA

MODERN SLAVERY STATEMENT



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1. INTRODUCTION

Modern Slavery Statement

Scania Australia seeks to engage fairly with suppliers, to source ethically and sustainably, and to advance the understanding of and respect for human rights in our operations and supply chains. We are committed to contributing to the elimination of modern slavery, which is a growing and complex problem, best tackled by collective action.

This Modern Slavery Statement has been prepared in accordance with the provisions of Section 14 of the Modern Slavery Act 2018 (the “Act”) and covers the activities done by Scania Australia Pty Ltd (ABN 44 000 537 333) and Scania Finance Australia Pty Ltd (ABN 32 609 637 596), both herein referred to as Scania.

Scania’s Modern Slavery Statement summarizes Scania’s structure and operations, supply chains, modern slavery risks and controls. This Statement reflects Scania’s approach to identifying, assessing and addressing modern slavery risks across its Australian operations and supply chains, while aligning with global frameworks, policies and due diligence processes adopted within the TRATON Group and the wider Volkswagen Group. Responsibility for identifying, assessing and addressing modern slavery risks in Australia, and for the preparation and approval of this Statement, rests with the Australian reporting entities covered by this Statement in place for the period 1 January 2025 – 31 December 2025 (Reporting Period).



STATEMENT FROM THE MANAGING DIRECTOR – SCANIA AUSTRALIA



Manfred Streit
Managing Director
Scania Australia

Scania is committed to contributing to the elimination of modern slavery which is a growing and complex problem best tackled by collective action. Scania seeks to engage fairly with suppliers, to source ethically and sustainably, and to advance the understanding of, and respect for, human rights in our operations and supply chains.

These are important, shared priorities for all members of the Scania Leadership Team and the Scania Board. In Australia and internationally, our teams work with our suppliers and others to collaborate on actions which are aimed at identifying, assessing, managing and mitigating modern slavery risks. Scania employs over 500 people in Australia.

We have nearly 1,000 suppliers providing us with goods and services and have long known that strong supplier relationships are essential to our long-term success. Through our actions, often in cooperation with our suppliers, we can reduce the risk of modern slavery.

Our businesses seek to partner with suppliers which share our values including respect for human rights. When engaging new suppliers, we conduct due diligence to assess diverse supplier risks including the risk of modern slavery.

Where our monitoring efforts identifies concerns, our businesses work with our suppliers to report and remediate issues.

I am proud of the leadership role Scania has played prioritizing the health, wellbeing and safety of our teams and communities. Likewise, I am gratified by the support our business has provided to suppliers, their teams and local communities, in our major sourcing markets.

I am proud to present this Modern Slavery Statement.

A handwritten signature in black ink, appearing to read 'Manfred Streit'. The signature is fluid and cursive.

Manfred Streit
Managing Director
Scania Australia

ABOUT SCANIA

Scania is a world-leading provider of transport solutions, including trucks and buses for heavy transport applications combined with an extensive product-related service offering. Scania offers vehicle financing, insurance, and rental services to enable our customers to focus on their core business. Scania is also a leading provider of industrial and marine engines.

With 54,000 employees in more than 100 countries we are driving the shift towards a sustainable transport system along with our business partners, suppliers & customers.

Scania is committed to sustainable mobility for future generations and to delivering on our legal, social and environmental responsibilities not only within our own business operations, but also in our supply chains.

Scania is committed to respecting human rights in our operations and in our value chain in line with the UN's Guiding Principles on Business and Human Rights. Scania's Human Rights Policy is complemented by related policies such as our Employment policy, the Scania Code of Conduct and the Supplier Code of Conduct.



Introduction

Salient Human Rights Issues

The illustration below maps our five key human rights priorities, together with the connected salient issues. We recognize our responsibility to address these issues across our entire value chain.

Scania recently updated the Salient Human Rights Issues, the areas where we have the greatest impact on human rights, where we have an opportunity to effect positive change. These include issues which have been firmly rooted in Scania's core values and operations for decades, such as a commitment to safety and health and high standards for rights at work, social dialogue and diversity and inclusion.

Scania addresses these salient issues either through topic specific efforts primarily in the areas related to employment, or management systems with the purpose of managing human rights risk.

Scania actively develops a companywide approach through integration of human rights management into key processes and to our general due diligence program. Scania continues to offer a human rights e-learning, available for all Scania employees, with focus on education with in the concept of human rights, as well as Scania's impacts and responsibilities in the area.



Introduction

Human Rights Risk Assessment

We at Scania know that some of our biggest human and labour rights risks are to be found in our supply chain. Scania sources materials, parts and other resources from around 1,000 direct and more than 10,000 indirect suppliers around the world.

We are committed to assess and mitigate human rights risk throughout our supply chain. We insist that our suppliers meet the highest standards and act in full accordance with our policies and guidelines concerning human and labour rights in their respective supply chain. Read more on our work within the [supply chain](#).

In the area of working conditions, Scania has rolled out a global group policy that regulates minimum standards, such as working hours, weekly rest periods, vacation and sick leave for all employees. The policy also contains requirements for recruitment as well as for termination of employment.

Working with our partners in the Volkswagen Group, we have developed a group-wide approach that increases our leverage and ensures greater transparency on human rights challenges.

Human Rights Policy and Policy Statement on Human Rights

We recognise our responsibility to respect human rights and our responsibility to remediate if we have caused or contributed to violations of human rights, ensuring victims access to remedy. We also believe that we have a possibility to contribute to positive human rights impact.

Scania is actively developing our company-wide approach to human rights risk and human rights due diligence, through integration of human rights management into key processes and to our due diligence program.

Scania's Human Rights Policy can be found here:

[View Scania's Human Rights Policy](#)

TRATON's Policy Statement on Human Rights, by which Scania is covered, can be found here:

[View TRATON's Policy Statement on Human Rights](#)

Slavery and Human Trafficking Statement

Scania is part of TRATON Group and we have a common group Slavery and Human Trafficking Statement. This statement is made in accordance with Section 54 of the United Kingdom's Modern Slavery act of 2015 and sets out the steps Scania CV AB and all companies included in the Scania Group have taken to address all forms of modern slavery and human trafficking both inside and outside the company.

This statement also incorporates the Scania's global Slavery and Human Trafficking statement, which sets Scania's global approach, processes and principles to combat slavery and human trafficking. The Scania statement is updated annually. Where applicable, Scania has adopted these or similar processes in its operations in Australia.

Scania's Slavery and Human Trafficking Statement can be found here:

[View Scania's Modern Slavery and Human Trafficking Statement](#)

1. STRUCTURE AND OPERATIONS

Scania Australia is a private company incorporated in Australia and is the exclusive authorised importer and financier of Scania branded vehicles, parts and accessories (Products) into Australia. Scania also distributes its Products to a network of independently owned Dealers.

Scania's head office is located in Melbourne and at the end of the Reporting Period, SCANIA employed over 500 employees. Scania also operates a number of workshops and regional branches throughout Australia.



2. SUPPLY CHAINS

Scania believes in a proactive approach in relationships with suppliers and collaboration in sector-wide initiatives. They are the key elements that drive positive development across the whole value chain and minimise risk of environmental, ethics and human rights issues.

In an increasingly transparent marketplace, Scania's suppliers must meet the same standards we demand of ourselves. With more than 1 000 direct and 10 000 indirect suppliers, robust and comprehensive management of sustainability risks is a challenge, but essential. Sustainability performance is not an add-on; it influences sourcing decisions alongside technology, quality, delivery and cost.

Global Supplier Requirements

Scania is committed to upholding the United Nations Global Compact's principles relating to labour practices, human rights, environment and anti-corruption in our own operations as well as in its supply chain. Scania's Supplier Code of Conduct outlines our expectations and minimum requirements of suppliers concerning labour and human rights, health and safety, environment, business ethics and management. With this as a starting point we work with those suppliers in our global supply chain who maintain fair conditions, and in return we strongly believe that we benefit from higher supplier quality and productivity, while minimising the negative impact during the lifecycle of our products.

The Scania Supplier Code of Conduct can be found here:

View Scania
[Supplier Code of Conduct](#)

Scania is sourcing globally, with the majority of our suppliers located in Europe, South America and Asia and different sustainability challenges exist within countries and industries. To deal with these challenges, we have implemented robust processes for our Tier 1 supplier base. We demand a certain standard of sustainability performance from our suppliers in compliance with our Supplier Code of Conduct and expect the same process for our suppliers to have for their suppliers. There exist greater challenges further down in Scania's supply chain with an increasing amount of companies located in countries with a high sustainability risk profile according to most risk indices. Through external cooperation with other OEM's and partnerships, we collectively put pressure to responsibility beyond or tier 1 suppliers to affect and install improvements.

Supply Chains

Ways of working – key elements

To ensure compliance to our Supplier Code of Conduct, we use a (Sustainability) - “Self-Assessment Questionnaire” tool (SAQ) which is a documents based evidence collecting tool. The suppliers are expected to fill the questionnaire to demonstrate their sustainability performance in various sections of Health & Safety, Human Rights & Working Conditions, Environment, Ethics and Management. The questionnaire is then used to assess the sustainability risk based on a score.

The SAQ is combined with country risk indices taken from Maplecroft to have a more complete view of the sustainability risk. In cases where the risk appears high, a sustainability audit is performed. Depending on the circumstances the audits are either conducted by a third party or by our own SA8000 certified auditors.

Together, these factors are combined to form a “S-Rating” which is common to the entire Volkswagen Group. Here, we give the supplier a A/B/C rating depending on how well they have performed in the SAQ and the other factors of country risk and audit score if present are taken as well. The rating is used as a selection criteria in our sourcing decisions. Audits are performed and taken into consideration both to identify the risk and to mitigate it as well.

In case of deviations between a supplier's sustainability performance and our requirements, a corrective action plan is developed and followed up accordingly. The whole Volkswagen brands and regions network are used to gain efficiency in deviation handling. A characteristic of Scania's way of working in regard to supplier sustainability is to develop suppliers and thereby also improve Scania's sustainability performance.

To support this, a key element is to build capacity for the employees who are close to the processes where the risks and improvement potential appear, and hence can influence the most. This approach is reflected in the effort we put in education and training.

All employees within the whole global purchasing organisation receives a mandatory full day sustainability training. We also have persons within the line organisation that has the role of sustainability ambassadors. The purpose of the ambassador role is for these employees to act as intermediators between the sustainability team and the line functions. With the train-the-trainer concept in mind, the sustainability ambassadors receive extra sustainability training to be able to support colleagues to raise awareness.

Supply Chains

To have effect upstream the supply chain we are not only building capacity internally, focus is also put on providing sustainability trainings for our suppliers.

Scania invites suppliers to participate in sustainability trainings and segment-specific workshops coordinated by DRIVE Sustainability held in different countries around the globe. In addition to this we also conduct trainings in the Scania-specific demands.

Scania works in close interaction with customers, suppliers and participates in both sector-wide and cross-sector initiatives on supply chain sustainability. An example is DRIVE Sustainability, a working group on supply chain sustainability within the automotive industry where Scania acts as lead partner.

An example of successful internal collaboration is the Volkswagen Group's Human Rights Due Diligence Management System developed during 2020. It is built on the OCED General Due Diligence Guidance and the UN Guiding Principles for Business and Human Rights, and seeks to identify, assess, and mitigate human rights risks in its supply chains so as to:

- 1) reduce actual and potential negative impacts on people and planet; and
- 2) ensure that the Group's sourcing practices are in conformance with international good practice.

In 2020 a management system for raw materials was established and the approach has later been further developed with a system for human rights due diligence covering other materials outside the raw materials scope. Read the [Responsible Raw Materials Report 2024](#) for more information connected to the work.



Supply Chains

Scania's Supply Chain in Australia

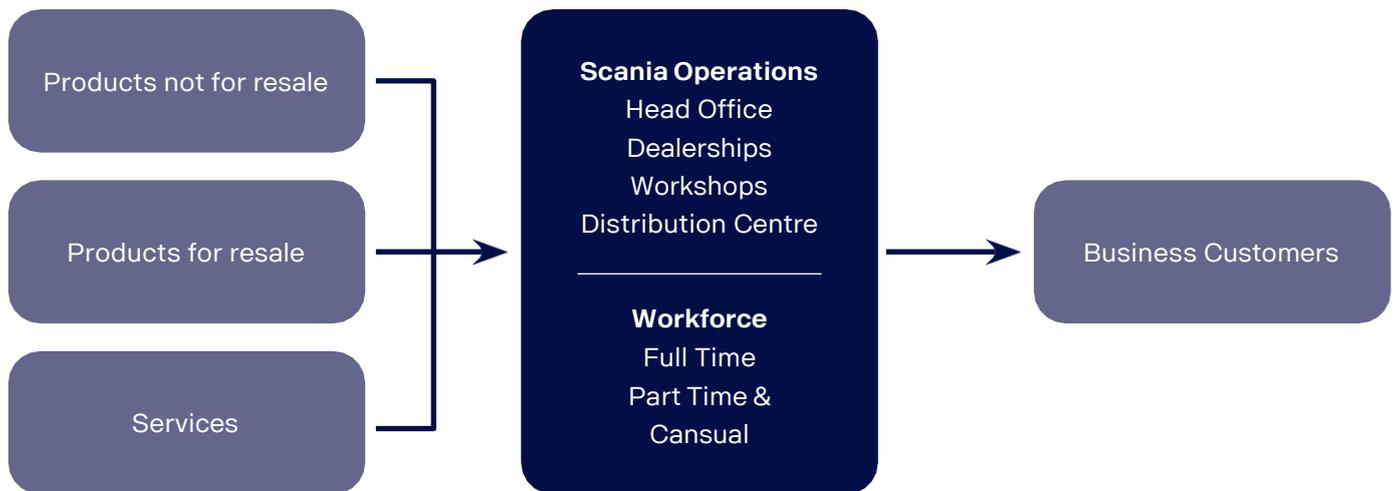
Scania's supply chains are multi-tiered, complex and dynamic as we have products & services for resale to customers as well as those we use internally. Each year, we transact with nearly 1,000 suppliers; the majority of which are local businesses. Our total spend on own-brand products was nearly \$150million.

The majority of our Suppliers are based in Australia and Sweden.

Our procurement and ethical sourcing teams manage the majority of this spend, with support from the Scania corporate team.

For cleaning and security services, Scania engages suppliers to provide these services with their own staff. Our divisions also engage labour hire businesses to supply some workers in our distribution centre and workshops.

Scania Australia Supply Chain



Scania directly sources products for resale, products not for resale and services. All are considered part of the supply chain.

Products not for resale: Include items used in our operations such as IT equipment, workshop fit-outs, uniforms, industrial products and equipment.

Products for resale: Are finished products that are primarily motor vehicle parts and chemicals (lubricants etc)

Services: Including IT services, security, cleaning and waste removal services, shipping and logistics services, maintenance and repair services, real estate and property management services, training and other consulting services.

Supply Chains

Risks of Modern Slavery in our operations and supply chain

As a global business with complex supply chains with operations in Australia and internationally, Scania is exposed to human rights risks.

We monitor our exposure to these risks using a combination of external research, new supplier screening, supplier due diligence programs (including the DRIVE sustainability program), and appropriate feedback mechanisms.

Scania Australia has identified that maintaining safe and fair workplaces for our workers was a key risk in Scania's operations. Approximately 75 per cent of the Scania Group's Australian workforce (approximately 400 employees) is employed under collective agreements, with the others employed through individual contracts.

These Agreements confer minimum pay and entitlements and typically provide for consultation regarding significant operational changes. Scania recognises the rights of team members to negotiate collectively, with or without the involvement of third parties.

Low Risk

Scania has assessed the risk of modern slavery in its operations as low. Our workforces are predominantly in low- risk countries and we maintain robust human resources systems.

Many leaders have international experience and are familiar with the Scania Code of Conduct, the Equal Employment Opportunity Policy and the Diversity and Inclusion Policy are widely communicated and well understood.

Whistleblower and grievance mechanisms provide greater transparency and mitigate modern slavery risks.

During the year, the Refinitiv Know Your Customer World Check Risk Intelligence tool was introduced, as an additional tool to assess and manage the risk of modern slavery. The tool includes global screening for adverse media reporting and supports the identification and categorisations of potential risks including violations of human rights and labour rights, forced and slave labour, exploitation of children, and illegal immigration such as human trafficking.

Supply Chains

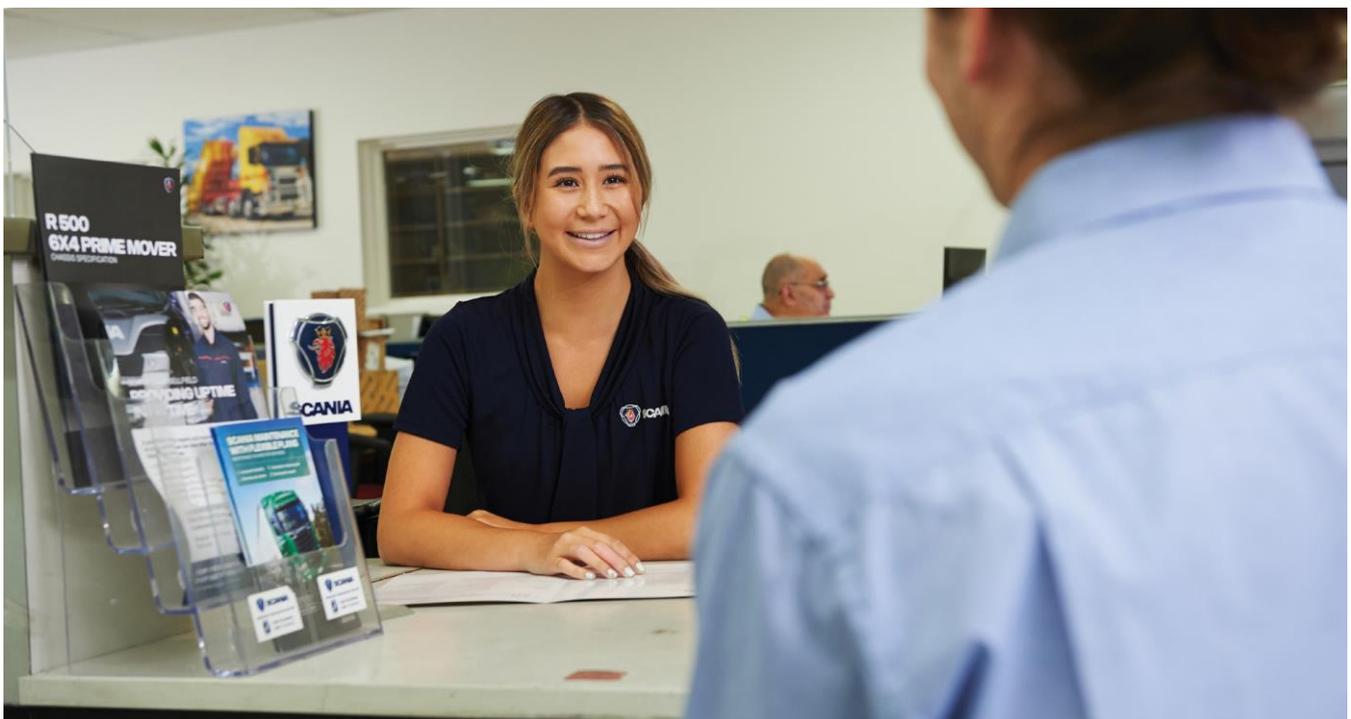
Salient Human Rights Assessment

In 2022, Scania Sweden engaged a third-party human rights consultant to support a salient human rights issues assessment for the Group. This assessment engaged cross-functional working teams to consider overarching human rights (including modern slavery) risks for our businesses.

Human Rights Risks

Scania Australia has identified the following human rights issues that are critical our success in preventing Modern Slavery:

- Supporting labour rights in our value chain
- Respecting Indigenous peoples' rights
- Maintaining fair and safe workplaces for our workers
- Preventing adverse impacts on communities
- Upholding the privacy and personal dignity of our customers, team members and other stakeholders; and
- Ensuring product safety for our customers



3. CONTROLS TO ADDRESS MODERN SLAVERY RISKS IN AUSTRALIA

a) Code of Conduct for Employees

All employees of Scania are required to comply with the Scania Employee Code of Conduct (Code). The Code is based on shared values, which determine how we work, make decisions, interact with one another, and supports ethical and responsible conduct with a focus on our responsibility as a member of society, our responsibility as a business partner and our responsibility in the workplace.

At Scania, we respect human rights and support the observance of these rights. We reject all use of forced or compulsory labour. Child labour is prohibited. We comply with all applicable Australian employment laws, including the minimum age.

b) Code of Conduct for Suppliers

Supplier relations are governed by the Scania Supplier Code of Conduct referenced above which sets out the Scania's expectations and applies to all suppliers and sub-contractors of goods and services.

Such suppliers and sub-contractors shall ensure that the requirements in the Scania Supplier Code of Conduct is implemented in relation to all of their respective employees, including permanent, temporary, agency workers and any other individuals directly or indirectly performing work for the relevant suppliers and/or sub-contractors.

Scania may at any time demand supplier self-assessments and reserves the right to perform audits at any time to monitor the supplier's compliance with the Scania Supplier Code of Conduct.

In these situations, Scania expects suppliers to cooperate and transparently display requested documents and other information.

c) Supplier Contracts

Contractual agreements include specific provisions requiring suppliers/service providers to:

- Comply with Modern Slavery laws and not engage in any form of Modern Slavery.
- Take all reasonable steps to ensure that its suppliers do not engage in any form of Modern Slavery (including undertaking due diligence in its selection of suppliers, and continually monitoring and auditing its suppliers for this purpose).
- Allow Scania to audit the supplier/service provider for compliance with the Act.

Scania maintains a zero tolerance approach to any form of modern slavery.

Scania acknowledges that modern slavery exists and is a risk to all businesses. In the event that any of Scania's suppliers are found to be engaging in slavery or other unethical working practices, Scania will take steps to address those issues with this supplier, seek to drive improved standards and, if deemed necessary, will either suspend or terminate its relationships with any such suppliers.

Controls To Address Modern Slavery Risks In Australia

d) Whistleblower System

Integrity and compliance with laws and regulations are top priorities and cornerstones of Scania's corporate culture. To encourage a speak-up culture and to detect potential wrongdoings, Scania operates a global whistleblowing system. The whistleblowing system and procedures for conducting internal investigations are governed by a Scania Group Policy.

Scania's whistleblowing system is based on fundamental principles such as protection of the whistleblower and the whistleblower's right to anonymity, as well as presumption of innocence and fairness of investigations towards persons implicated.

Information received via the whistleblowing system will be treated with the highest level of confidentiality. Dedicated functions within Group Compliance, Corporate Security, Group Internal Audit and HR handle incoming hints and internal investigation.

An investigation is only initiated after very careful examination of the facts and reasonable suspicion of a regulatory violation. The Scania whistleblowing system is aligned with TRATON SE's whistleblowing system, and Scania departments involved in whistleblowing and internal investigations work where appropriate, draw on group-level investigation resources, including within the TRATON Group. Responsibility for managing and remediating issues arising in Australia rests with Scania Australia

Persons who are aware of potential misconduct, including violations of laws and Scania's Code of Conduct, committed by Scania employees in connection with performing their duties at Scania, are encouraged to speak up and report at any time and in any language. There are several reporting channels available:

Scania reporting channels

- direct manager
- HR function (local or central)
- Scania Group Compliance (whistleblower@scania.com)
- Group Internal Audit
- Corporate Security

The Scania Whistleblowing policy can be found here: [Whistleblowing \(scania.com\)](https://www.scania.com/whistleblowing)

Training and Awareness

As part of our internal training and communication plan, our employees receive information specific to the Scania Code of Conduct, Equal Opportunity obligations & practices, which also includes a focus on Business Human Rights.

4. TRACKING THE EFFECTIVENESS OF OUR ACTIONS & AREAS FOR IMPROVEMENT

Scania is aware that as a responsible corporate business, we must continue to work collaboratively with business partners to ensure the risks of Modern Slavery are managed effectively. To that end, during the course of 2024 and beyond, Scania's objective is to work collaboratively with our locally appointed suppliers, to ensure the risks of Modern Slavery are identified and managed as much as possible and to positively influence sustainability performance. To enable this, we have identified areas which we feel could be improved across the business. These are as follows:

- A tailored and relevant training course to be delivered to members of the senior management team and all members of staff who have regular contract with our supply chain partners as part of their role. This will be in addition to the actions outlined in this report and will explain the key elements, as well as signs to look out for and how to deal with any suspected incidence of Modern Slavery and business human rights.
- We will require all suppliers to provide us with a copy of their Modern Slavery statement; however, there are cases where some organisations will not have one. In these instances, we will provide a copy of our own Modern Slavery statement and require confirmation from the supplier that it will comply with it as if it was its own.
- We will log all instances of suspicions or actual incidences of modern slavery of which we become aware in our supply chains. This record will help us to spot patterns emerging and assist us in identifying any problem areas.

APPROVAL AND SIGNATURE

This Statement is made pursuant to the Modern Slavery Act 2018 (Cth). In accordance with section 14 of the Act, this joint Modern Slavery Statement has been approved by the principal governing body of each reporting entity covered by the Statement.

Signed for and on behalf of Scania Australia Pty Ltd:

Name: Manfred Streit
Title: Managing Director

Signature: 

Date: 07-01-2026

Name: Sumith Vellaikal
Title: Company Secretary / Chief Financial Officer

Signature: 

Date: 7-1-2026

Signed for and on behalf of Scania Finance Australia Pty Ltd:

Name: Wayne Thomason
Title: Director / Country Manager – Scania Finance Australia

Signature: 

Date: 7th January 2026.

Name: Rajiv Allegakoen
Title: Company Secretary / Financial Controller

Signature: 

Date: 7-01-2026

MANDATORY COMPLIANCE UPDATE – AUSTRALIAN MODERN SLAVERY ACT

This section has been added to ensure full compliance with sections 13, 14 and 16 of the Modern Slavery Act 2018 (the "Act"), including the seven mandatory reporting criteria and the Attorney-General's Department guidance.

Consultation (Section 16(1)(f))

In preparing this Modern Slavery Statement, Scania Australia Pty Ltd and Scania Finance Australia Pty Ltd consulted with each other as the reporting entities covered by this Statement. Consultation included coordination between senior management, procurement, legal, human resources, sustainability and finance functions to identify and assess modern slavery risks and the actions taken to address those risks. The reporting entities do not own or control any other entities for the purposes of the Modern Slavery Act.

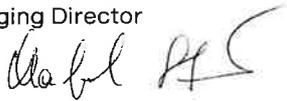
Board Approval (Sections 13(2) and 14)

This Modern Slavery Statement was approved by the Board of Directors of Scania Australia Pty Ltd and the Board of Directors of Scania Finance Australia Pty Ltd, being the principal governing bodies of the reporting entities, in accordance with section 13(2) and section 14 of the Modern Slavery Act 2018 (Cth).

Signed by responsible members of each reporting entity:

Signed for and on behalf of Scania Australia Pty Ltd:

Name: Manfred Streit
Title: Managing Director

Signature: 

Date: 07-01-2026

Name: Sumith Vellaikal
Title: Company Secretary / Chief Financial Officer

Signature: 

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Signed for and on behalf of Scania Finance Australia Pty Ltd:

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Date: 7th January 2026.

Name: Rajiv Allegakoen
Title: Company Secretary / Financial Controller

Signature: 

Date: 07-01-2026