

**Husmann Oceania 2021
(Husmann Australia Pty Ltd
A.C.N 002 366 887)**

**Modern Slavery and Human Trafficking
Statement**

This is the second Modern Slavery and Human Trafficking Statement by Husmann Australia Pty Ltd (**Husmann Australia**). It covers the reporting period 1 July 2020 to 30 June 2021. Our vision is to *Innovate climate solutions for a better future*. We know that our commitment to protect our workers and also workers across our supply chain is core to our overall success and ensures our vision to create a better future is achieved.

The purpose of this statement is to outline our approach to ensure we have processes and practices in place to minimise the risk of Modern Slavery in our business operations and supply chain as described by the Federal Modern Slavery Act 2018.

Modern slavery is a severe violation of human rights. It can occur in many forms. This can include slavery, servitude, Human Trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting practices.

Husmann Australia is committed to operating responsibly, assessing the risk of Modern Slavery in our business and across our supply chain, and confronting it when necessary.

[Our Business](#)

Husmann Australia is part of the global Panasonic Group, headquartered in Japan and one of the largest electronic manufacturers with 529 consolidated companies located globally. We manufacture and supply retail case refrigeration systems to food retailers and beverage companies. We have been in operation for over 100 years, and our brand is built on reliability, sustainability, and industry leaders in our market.

Husmann Australia owns or controls the following entities: Husmann Refrigeration (Suzhou) Co., Ltd (**Suzhou**), a company incorporated in China.

Regarding consultation with Suzhou about modern slavery issues, Husmann Australia and Suzhou boards share two common directors who attend quarterly board meetings and monthly compliance meetings.

[Our Supply Chain](#)

We manufacture and supply the majority of our cases and machined parts out of China and small case and spare part production in Australia and New Zealand. We are progressively developing a more comprehensive supply chain map to better demonstrate the geographic location and nature of products and services sourced. The nature of the products, the regions they are sourced from, and the industries associated are low in risk. We have a disciplined approach to assessing and monitoring risk. This includes our procurement processes, practices, and dealings with Suppliers, which we know is an essential element of progressing the global eradication of Modern Slavery and Human Trafficking.

[Assessment and identification risks of modern slavery practices](#)

Modern slavery risks are believed to be especially high in certain regions of the world. For

example, we are aware there are greater human rights and labour-related risks in areas where migrant foreign workers are widely employed. We are working to implement a program of enhanced checks in these regions to ensure compliance with our Global Human Rights policy and local legislation.

Managing Risks of Modern Slavery at Hussmann

We have a comprehensive set of policies and procedures that discuss our team's values, behaviours, and expectations and are reviewed regularly. This policy framework ensures that our team members and suppliers clearly understand our expectations. They can equally recognise when they are being treated in an inconsistent way with these expectations and understand how to raise a grievance or complaint. We currently have the following policies:

Policy	Purpose
<i>Code of Conduct</i>	Our Code of Conduct outlines how we treat each other and aims to ensure that we work with integrity and clear ethical guidelines
<i>Global Human Rights Policy</i>	This policy represents Hussmann's minimum standards for working conditions and human rights.
<i>Equal Employment Opportunity Policy</i>	Outlines our commitment to a diverse workplace and states expectations for recruiting, managing, and promoting our organisation.
<i>Fraud, Anti-bribery and corruption policy</i>	Outlines our commitment to laws and regulations within the region we operate.
<i>Hussmann Whistleblower Policy</i>	Establishes a formal framework within which individuals are able, in a secure way, to express their genuine concerns about misconduct, an improper state of affairs or circumstances, or unlawful behaviour
<i>Ethical hotline - EARS</i>	An anonymous reporting channel for employees, their family, or others to raise concerns.
<i>Local EBA (Enterprise bargaining agreement) and employee advisory groups</i>	It covers approximately 20% of our workers, and the consultative committees support Human Resource matters and operational improvements

CODE OF CONDUCT Our code of conduct includes requirements on ensuring respect for human rights and that Hussmann will not employ people against their will.

Complementing our code of conduct is our global human rights policy, which covers working hours, wages, humane treatment, prohibition of discrimination, protection of privacy, concern for the human rights of foreign workers, trainees, and younger labourers, the freedom of association, and more. In addition, we ensure that our business activities contribute to a respectful environment where all employees are treated rightfully.

RECRUITMENT When recruiting employees, Hussmann adopts a perspective of protecting fundamental human rights and engages in recruitment activities that comply with the respective countries' laws and regulations.

TRAINING We conduct training for all new and existing employees on our Hussmann Behaviours for Success and Code of Conduct. This includes training on: compliance with local laws and respect for basic human rights, emphasizing not employing persons against their will, and compliance with local

employment laws.

CONFIDENTIAL WHISTLEBLOWING We protect whistleblowers by providing an anonymous whistleblowing hotline for employees. Employees are regularly reminded of the whistleblowing hotline and are encouraged to use it if they suspect any potentially illegal behaviour or practice. There were no complaints through the hotline in this reporting period that raised modern slavery issues.

SUPPLIERS, We expect all members of our supply chain, as well as contractors, to comply with our Anti-Slavery and Human Trafficking Policy and our business principles. Therefore, each time Hussmann Australia or Suzhou engages a new supplier or deals with a new intermediary, it runs a background check through the database of a third-party global accountancy firm.

CONTINUOUS IMPROVEMENT ACTIVITIES FOR THE FUTURE. We recognise that our risks and also compliance can change. And we are aware that there are serious risks in some areas concerning human rights and labour. Given the complexity of these supply chains, completely eradicating Modern Slavery at all our suppliers will take time and effort. Nevertheless, we are committed to making sustained initiatives against the problem of Modern Slavery. From now on, modern slavery will be added as an agenda item to each monthly compliance meeting.

HOW WE MEASURE THE EFFECTIVENESS OF OUR ANTI-SLAVERY ACTIONS. Hussmann Australia and Suzhou participate in an annual audit coordinated by the Panasonic Group, which takes the form of a survey of particular suppliers to identify modern slavery issues such as fair wages and payments, withholding of passports, and child labour. No such issues were identified in the current reporting period.

We also monitor the whistleblowing hotline to identify any complaints raised issues regarding modern slavery. As noted above, no such complaints were made in the current reporting period.

This statement has been approved by the Board of Hussmann Australia Pty Ltd and signed by a director:



Sherif Hassanein
Managing Director, Hussmann Oceania