

Australian Modern Slavery Statement
2022

**WE MOVE.
YOU WIN.**
Now. Next. Beyond.

Bosch Rexroth Pty Ltd
ABN 89 003 258 384

Contact & Visitor Address:

3 Valediction Road
Kings Park NSW 2148
Australia
Tel +61 2 9831 7788
www.boschrexroth.com.au

Table of Contents

Introduction.....	2
Reporting Entities	3
Social Responsibility at Bosch	3
Operations and Supply Chains	3
Modern Slavery Risks.....	4
Actions Taken to Mitigate Modern Slavery Risks.....	4
Compliance Meetings	4
Code of Business Conduct	5
Code of Conduct for Business Partners	5
Compliance Training	5
Whistleblower Policy	5
Global Business Partner Screening	5
Compliance Reporting	6
Supply Chain Review	6
Human Rights and Labour Policy	6
Consultation and Communication	7
Effectiveness Reviews	7
Action Plan 2023 – 2024.....	8
Conclusion.....	8
Declaration	9

Introduction

Bosch Rexroth is a leading provider of automation solutions for industrial and mobile applications. We are a part of the Robert Bosch Group, and its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is “Invented for life”.



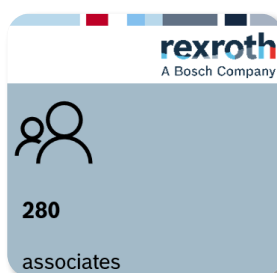
Bosch Group global figures as of December 31, 2022



Bosch Rexroth global figures as of December 31, 2022



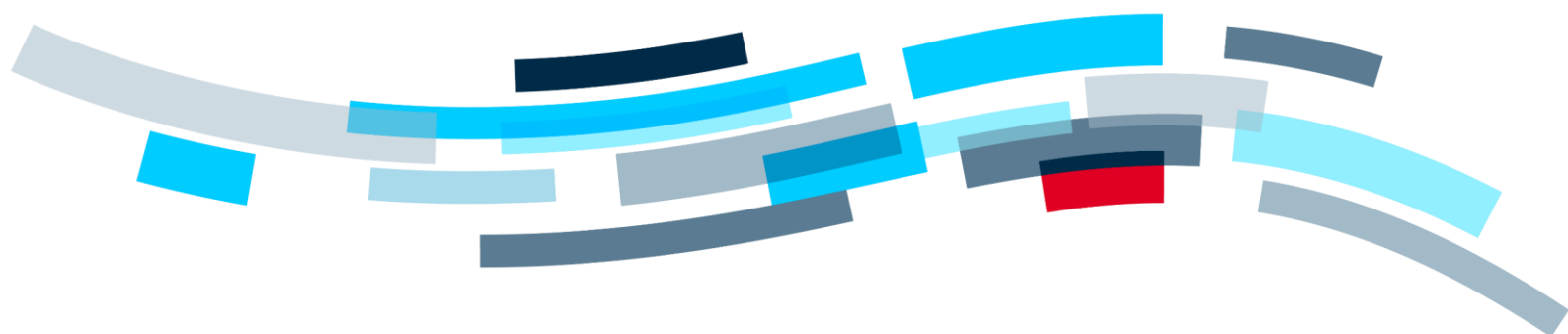
At Bosch Rexroth Pty Ltd we provide our clients with safe, efficient, intelligent, and powerful solutions for factory automation, mobile applications, machinery applications and engineering. The talent of the Bosch Rexroth team is always working on how to take hold of the future and constantly innovate in a safe and effective manner whilst providing our employees with a safe and enjoyable work experience.



Bosch Rexroth Pty Ltd figures as of December 31, 2022



Bosch Rexroth Pty Ltd is committed to improving our practices and driving out acts of modern slavery and human trafficking from within our business and from within our supply chains. We acknowledge the requirement to act in accordance with the Commonwealth Modern Slavery Act 2018 (the Act) and will ensure transparency within our organisation and with our suppliers of goods and services. We strongly believe we have the responsibility to engage in employment practices that meet the highest legal and ethical standards. We are committed to improving our practices and driving out acts of modern-day slavery within our business and from within our supply chains. The Company acknowledges this responsibility and will ensure transparency within our organisation and with our suppliers of goods and services. Our Code of Business Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and child labour is not occurring anywhere in our supply chains.





Reporting Entities

Bosch Rexroth Pty Ltd is a reporting entity under the Act and agrees to abide by the requirements of the Act and this statement. Our headquarters are located at Kings Park NSW 2148.

Social Responsibility at Bosch

Globally, Bosch will not work with any suppliers who have demonstrably and repeatedly failed to comply with basic International Labour Organization (ILO) standards. Robert Bosch GmbH is a current signatory to the [UN Global Compact](#) and has been for many years. Bosch is also a member of the Responsible Minerals Initiative (RMI) and requires the compliance of its suppliers with the [Bosch Group Policy for Conflict Raw Materials](#).

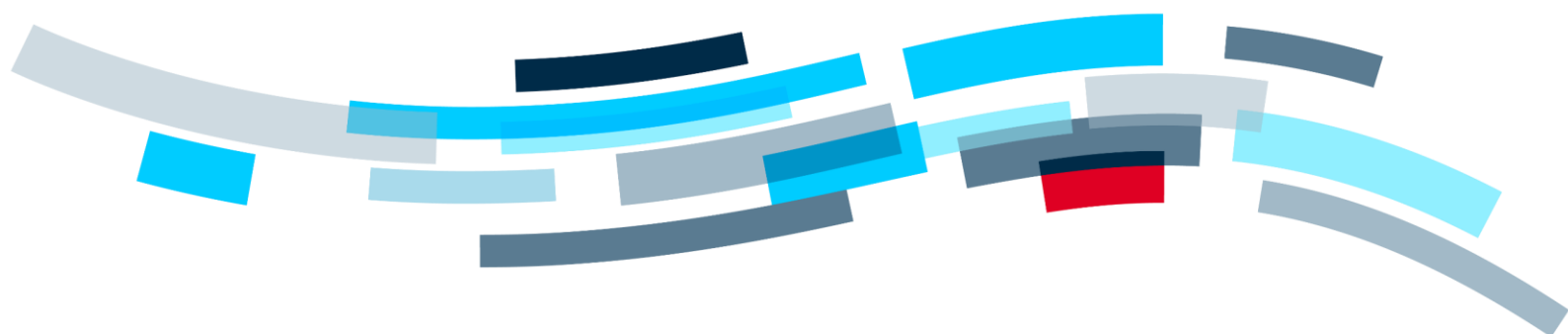
Combining the pursuit of economic objectives with consideration for social and environmental factors is a priority at Bosch Rexroth. We accept that our actions must accord with the interests of society. Above all else, we place our products and services in the interests of the safety of people, the economic use of resources, and environmental sustainability. The following are links to Bosch's latest [Global Sustainability report 2022](#) and the [Basic principles of social responsibility at Bosch](#).

In this statement the Board of Management of Bosch Rexroth, affirm their commitment to common principles of social responsibility and requirements held within the Act.

Operations and Supply Chains

Bosch Rexroth sources products and materials from around the world with over 50% being sourced from Bosch facilities in countries outside of Australia. Most products and materials come from Germany, China, India, New Zealand, Sweden, and Italy. Bosch Rexroth deals with a large volume of suppliers, supply partners and organisations who are required to comply with the Bosch [Code of Conduct for Business Partners](#). Suppliers will be subject to Bosch Governance programs and audits as detailed within this document as well as our Corporate Social Responsibility (CSR) program for suppliers: [CSR](#).

In 2022 our suppliers consisted of 51 intercompany suppliers and 788 3rd party local and overseas suppliers. Our suppliers and supply chain fall into the following broad general categories: Hydraulics, Automation, Accumulators, Cylinders, Fluid Connectors, Transport and Logistics, Electrical components, Facilities management, Internet of Things (IOT) technology, Engineering, Fittings and Valves, Metal Fabrication, Manifolds.





Modern Slavery Risks

Bosch Rexroth, in line with the global Robert Bosch Group, has a number of ways it reviews sustainability and modern slavery risks within its processes and supply chains. These include:

1. Corporate Social Responsibility Quick Audits
2. Corporate Social Responsibility Drill Deep Assessments
3. Corporate Social Responsibility Database
4. “Drum Cussac” country risk analysis
5. Whistleblower policy and hotline
6. Supply Chain review

Via a combination of these risk analysis tools, Bosch Rexroth has a database of all direct and indirect suppliers including conflict mineral risks, audit status, risk profile, and identification of low performing suppliers. As such, we have identified the following as our high-risk exposures:

- Mining and procurement of manufacturing minerals
- Supply of materials and goods from high-risk countries: India, Mexico, South-East Asia, South America

Bosch Rexroth direct risk of modern slavery is by our assessment LOW; however, we recognise that we may be inadvertently exposed to such risks.

Actions Taken to Mitigate Modern Slavery Risks

Bosch Rexroth is committed to ensure ongoing compliance with global Bosch central governance standards, as well as local compliance and continuous improvements of local business practices.

Compliance Meetings

Every quarter, Bosch Rexroth conducts an internal compliance meeting covering a wide range of topics, including those relating to modern slavery and supply chain. These meeting are attended by executive managers, and they include:

- Managing Director
- Sales and Service Director
- Operations Director
- Human Resources Manager
- Commercial Director

The Modern Slavery topic has been a standing item withing the agenda since 2021.





Code of Business Conduct

Robert Bosch's Code of Business Conduct is a mandatory training requirement for all employees of Bosch Rexroth. This code covers all aspects of our Corporate Social Responsibilities, compliance, and organisational responsibilities. All employees must complete this training at least once every two (2) years.

Code of Conduct for Business Partners

Bosch Rexroth has showcased its adverse attitude towards Modern Slavery in the Code of Conduct for Business Partners. The Code of Conduct for Business Partners is being revised annually to promote continuous business respect for human rights and ensures Bosch Rexroth's suppliers are compliant with the most relevant legislation.

Compliance Training

Robert Bosch Australia conducts a number of compliance-based training sessions for staff. The following training is mandatory for those with roles relevant to the subject matter:

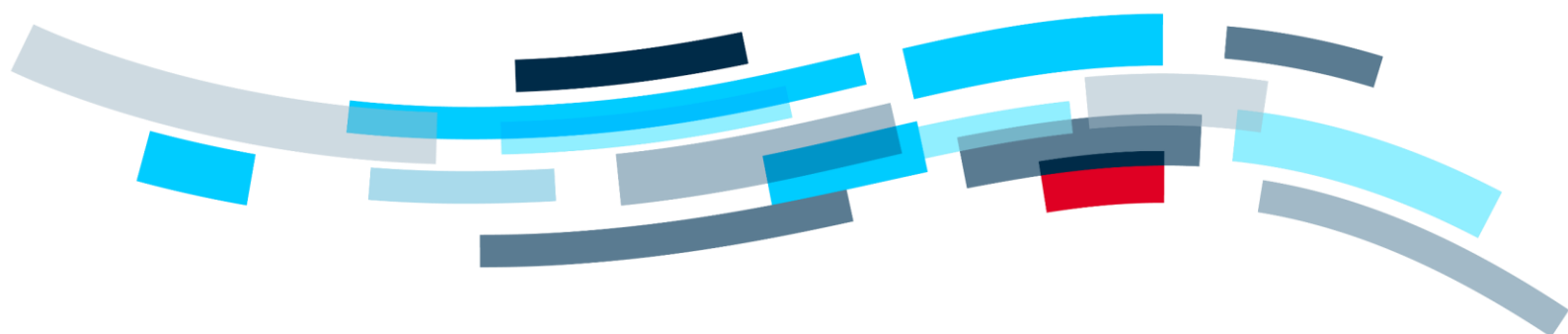
- Code of business conduct
- Dealing with classified information
- Anti-corruption
- Gifts and gratuities
- Product development code
- Product safety and liability
- Anti-trust law
- Export control

Whistleblower Policy

Robert Bosch Australia's whistleblower policy and compliance hotline allows all employees at all levels to raise issues relating to any matter anonymously. All information provided via this service is taken extremely seriously. All whistleblower / compliance issues raised are investigated by the Central Compliance and Central Security Managers.

Global Business Partner Screening

The Global Business Partner Screening process cross references third party provided information relating to legal compliance breaches against Bosch Rexroth's Australia list of new and current business partners. Where a potential breach is identified, the Regional Compliance Manager is engaged to investigate the breach. Suppliers who are flagged with a potential breach are suspended until such an investigation is completed and any potential issues rectified.





Compliance Reporting

The Oceania Compliance manager provides a monthly report to the Central Compliance team in Germany on all compliance matters raised, including those from the whistleblower and Global Business Partner Screening systems.

Supply Chain Review

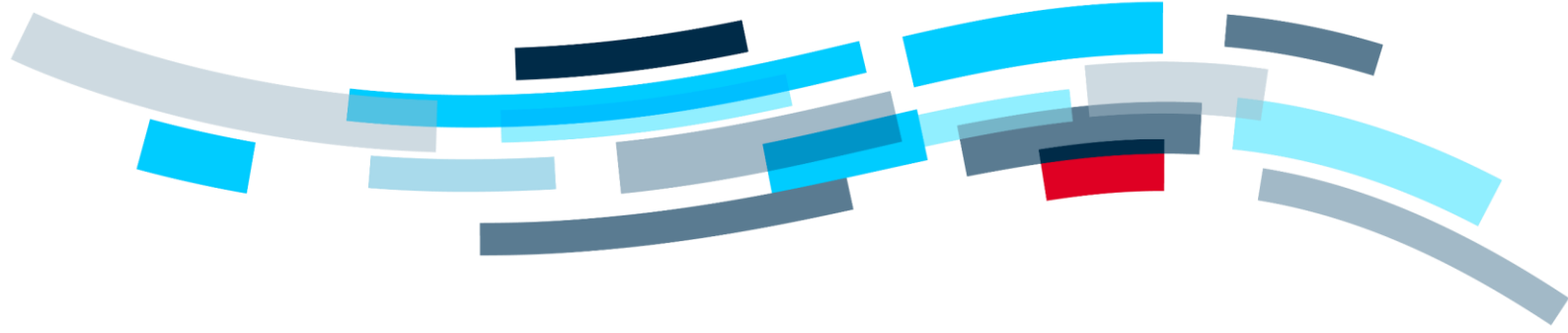
The central procurement governance team at the Bosch Group have stringent internal checks ensuring our suppliers are monitored for any breaches with the UN guidelines and sanctions against countries, organisations and persons.

“Drum Cussac”

This system provides country by country security information, risks, customs and identified issues. Whilst primarily utilised for travel security, it is now being more regularly used to review supplier countries to receive immediate and up to date information on recent issues.

Human Rights and Labour Policy

Bosch Rexroth is committed to and respects the principles contained in the Universal Declaration of Human Rights. Bosch Rexroth core values and culture reflects a commitment to ethical business practices and good corporate citizenship. Our policies, procedures and work instructions mean Bosch Rexroth conduct's business with integrity and promotes human rights within the company's sphere of influence. The principles of the policy are:

- Employment – Freely chosen. Bosch Rexroth supports the elimination of all forms of forced labour, involuntary prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking.
 - Minimum/Living Wages – Bosch Rexroth compensates our staff members with wages/salaries and benefits that meet or exceed the Australian and New Zealand legislative requirements.
 - Working Hours – Bosch Rexroth does not require Associates to work more than the maximum daily hours as set by legislation.
 - No Discrimination – Bosch Rexroth supports and upholds the elimination of discriminatory practices with respect to employment and promotes and embraces diversity in all aspect of business operations.
 - Freedom of Association. Bosch Rexroth respects the rights of staff members to become members of labour unions if desired.
 - No Harsh or Inhuman Treatment. Bosch Rexroth prohibits physical abuse, harassment or any threatening behaviour in the workplace.
 - Bosch Rexroth provides a safe and healthy work environment for all staff members.
 - No Child Labour. Bosch Rexroth condemns all forms of exploitation of children and will not recruit child labour. Bosch Rexroth supports the elimination of exploitive child labour.
- 



Consultation and Communication

During our quarterly compliance team meetings, the Modern Slavery Working Group implemented in early 2021 assesses and identifies company-wide compliance topics, including modern slavery risks and mitigation measures, and works toward continuous improvement across all organisational divisions. In addition to this process, and introduced as part of our Code of Business Conduct training, is our “Compliance Dialogue” during which all managers and employees discuss compliance matters, risks, and risk mitigations within their working teams.

This dialogue includes review and discussion of modern slavery for relevant personnel, and several other topical compliance matters. The compliance dialogue is a vital component to ensuring that these topics remain “front of mind” for all Bosch Rexroth personnel.

Effectiveness Reviews

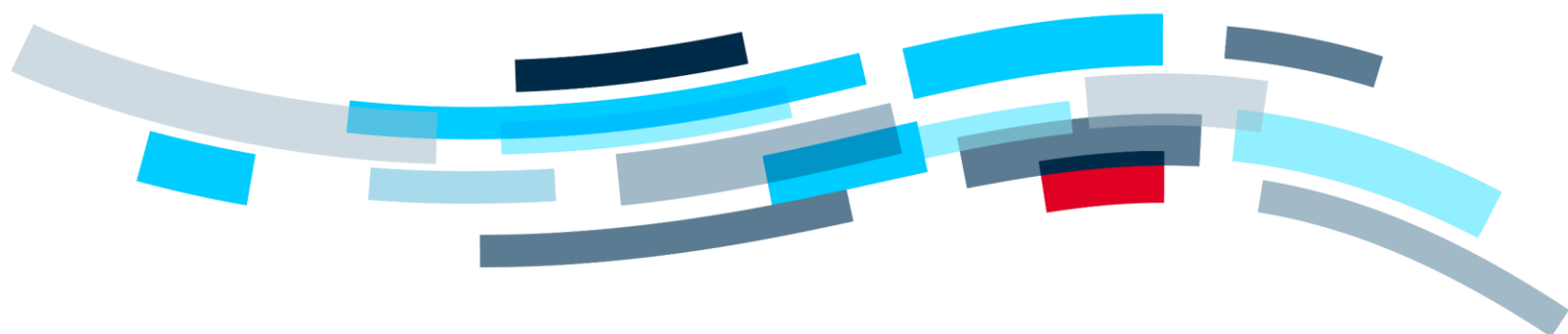
At the initial stage, Bosch Rexroth monitors the prequalification of suppliers and the accreditation internally and provides the supplier an opportunity to declare any potential risk of modern slavery.

As the business relationship progresses, Bosch Rexroth will assess the conducts of its suppliers through a screening process. The screening process will entail an investigation over the sustainability of the business partners and suppliers to ensure continuous legal compliance. Upon receipt of information alluding to potential breach, the business partner will be suspended pending the completion of an investigation by the Compliance Teams and rectification of any potential issues.

When a supplier is classified as high risk, suppliers must sign Bosch Rexroth’s Agreement on Quality and Corporate Social Responsibility. This agreement accurately outlines the modified obligations imposed on the supplier corresponding to the Suppliers risk level and ensure continual compliance to the Global Compact Initiative of the United Nations (UN).

Bosch Rexroth audits on the effectiveness of each of its system and policy regularly. Onsite effectiveness reviews are completed in selected suppliers, monitored via the Robert Bosch Australia Compliance group, finance and purchasing teams.

All identified risks from the above are fully assessed on all occasions, with corrective actions developed, discussed, and appropriately disseminated. All corrective actions are tracked to completion.





Action Plan 2023 – 2024

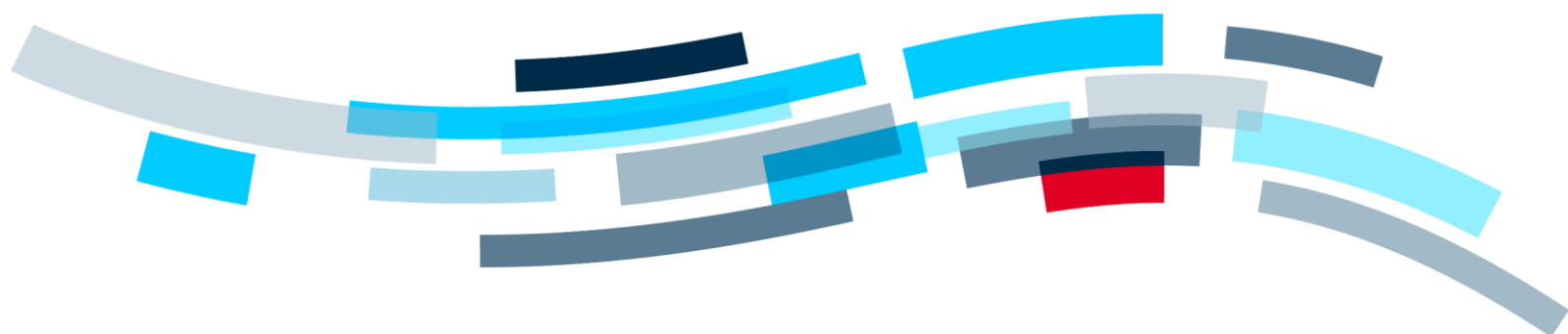
Although Bosch Rexroth already has measures in place to help address modern slavery, it understands that more needs to be done. Moving forward, Bosch Rexroth will take the following actions:

- Establish a standard process for supplier assessment to ensure modern slavery due diligence activities occur as planned and on time,
- Include the Code of Conduct for Business Partners in the standard contract pack for all new suppliers,
- Review contract templates to include the Modern Slavery clauses,
- Implement the process of Corporate Social Responsibility Quick Audits
- Implement the process of Corporate Social Responsibility Drill Deep Assessments

Conclusion

Bosch Rexroth, in line with the global Bosch organisation, is dedicated to enhancing our Corporate Social Responsibility. We have invested heavily globally in information systems and practices to ensure we set the standard in how a modern organisation should act locally and globally.

The information contained within this statement demonstrates our commitment to the elimination of modern slavery and criminal work practices, and our desire to have Corporate Social Responsibility at the forefront of all our operations.





Declaration

This statement is made in accordance with the Modern Slavery Act 2018 (the Act) and is accurate and correct as at the time of submission. This statement represents reporting for the period 1 January – 31 December 2022.

Werner Joubert
Managing Director

Burak Taskiran
Commercial Director

Rodney Elvin
Sales & Service Director

Joshua Ryland
Technical & Production Director

This statement was approved by the Executive Management team of Bosch Rexroth Pty Ltd on 26 July 2024.

