

ISUZU
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Modern Slavery Statement

Date: September 2023

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IUA Modern Slavery Statement (30 September 2023)

Isuzu UTE Australia Pty Ltd (“**IUA**”) has produced this fourth Modern Slavery Statement (“the **Statement**”) for the period 1 April 2022 until 31 March 2023 (“the **Reporting Period**”), in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) (“the **Act**”).

The Statement is intended to communicate the steps that IUA and its parent company, Mitsubishi Corporation (“**MC**”), have undertaken during the Reporting Period, to ensure that any risk of modern slavery occurring in any part of IUA’s supply chains, is assessed, addressed and eliminated.

IUA recognises that modern slavery can manifest in many ways, depending on local circumstances. The Statement addresses steps that IUA, MC and other subsidiaries of MC have undertaken, or will undertake to prevent any form of modern slavery through IUA’s business and supply chains.

By ensuring that all IUA personnel and suppliers adhere to IUA’s policies and procedures, IUA can take reasonable steps to meet its ethical obligations as a good corporate citizen and to meet the requirements under this Act, and that all key stakeholders are committed to assisting IUA in its vision to diminish modern slavery. As such, IUA considers the risk of modern slavery occurrence in its supply chain as low.

IUA’s Structure, Operations and Supply Chains

IUA is the Australian wholesale distributor of Isuzu light commercial and passenger vehicles. The principal products it distributes are Isuzu automotive vehicles (D-MAX light commercial vehicle (Ute) and MU-X sports utility vehicle) and Isuzu automotive vehicle parts (“the **Product**”) and other accessories related to the Product. Additionally, it manages a network of automotive dealerships in accordance with the provisions of the Franchising Code of Conduct. This includes after-sales (vehicle servicing, parts and customer service) activities.

IUA directly employs approximately 138 personnel, and its headquarters are based in Brisbane, Australia. It is a fully owned subsidiary of MC, which is a company incorporated and registered in Japan. MC is a globally integrated enterprise that develops and operates businesses across its ten business groups. It owns or controls approximately 1,763 subsidiaries and affiliate companies in approximately 110 countries. IUA does not own or control any other entities.

The Product IUA distributes in Australia is supplied by Isuzu Motors International Operations (Thailand) Co. Ltd (“**IMIT**”), which is a corporation incorporated and registered in the Kingdom of Thailand. IMIT is jointly owned by Isuzu Motors Asia Limited (“**IMA**”) and Tri Petch Holding Co. Limited.

Isuzu Motors Co. (Thailand) Limited (“**IMCT**”) sources components and undertakes the manufacture of the Product, on behalf of IMIT, from amongst its related or affiliated entities and suppliers and from other suppliers globally. IMIT distributes the Product to other entities, including but not limited to IUA.

The Product distributed by IUA is principally sourced from the IMCT supply chain which geographically is positioned in Japan and Thailand (“the **IMCT supply chain**”).

IUA supports its dealer network by sourcing Product accessories, and other dealership administrative goods and services, from Isuzu A&S (Thailand) Co., Ltd. (“**Isuzu A & S**”) and from Australian suppliers.

Risks of Modern Slavery Practices in IUA’s Supply Chain & Its Operations

The IMCT Supply Chain has been identified as geographically sourcing components for the Product globally, but principally from suppliers in Japan and the Kingdom of Thailand, with assembly of Isuzu automotive vehicles for IUA, occurring in the Kingdom of Thailand.

IUA acknowledges that the Kingdom of Thailand is identified by the 2023 Global Slavery Index as a high-risk modern slavery country, with a Prevalence ranking of 79/160 globally. As such, there is an elevated risk of modern slavery practices in this component of IUA's supply chain. It is in the manufacture of engines and motor vehicles, parts and accessories overseas that is the key risk of modern slavery in our supply chain.

Additional Product accessories sourced by IUA, and goods and services associated with the administration of IUA's dealership network, are largely from Australian or Japanese suppliers.

As Australia and Japan are identified as each having a low prevalence of modern slavery, ranking, respectively, 149 and 151 out of 160 countries globally. There is a low risk level of modern slavery practices in this component of IUA's supply chain. Further, most of IUA's suppliers are based in Australia. The 2023 Global Slavery Index estimated a low prevalence of modern slavery in Australia of 1.6 people for every 1000 people in the country.

Actions taken by IUA to Assess and Address Risks of Modern Slavery

IUA operates and assesses the risk of modern slavery to its supply chain (as with other MC subsidiaries), in accordance with MC's Corporate Standards of Conduct and its Three Corporate Principles.

The core corporate philosophy of IUA, MC and all MC subsidiaries are MC's Three Corporate Principles:

- Corporate Responsibility to Society;
- Integrity and Fairness; and
- Global Understanding through Business.

MC's Corporate Standards of Conduct is the basis upon which IUA conducts its compliance and risk management systems. MC's Code of Conduct provides the procedures by which IUA conducts its business.

IUA shares and supports MC's commitment to respecting human rights and striving to ensure that its business activities do not cause or contribute to adverse human rights impacts, including slavery and human trafficking. This commitment is expressed through a variety of channels, including the following:

- I. **Mitsubishi Corporation's Social Charter** which commits IUA to fully respect human rights, fundamental labour rights and endeavours to ensure the provision of proper working environments with consideration for safety, health and other aspects.
- II. **Mitsubishi Corporation's Basic Stance on Human Rights**, which affirms IUA's commitment to various international standards including the Universal Declaration of Human Rights, the ILO International Labour Standards and the Voluntary Principles on Security and Human Rights.
- III. **UN Global Compact** to which Mitsubishi Corporation is a signatory, demonstrates MC and IUA's commitment to the 10 universal principles in the fields of human rights, labour, environment and anti-corruption.

Mitsubishi Corporation's Eight Key Sustainability Issues (Materiality) assist MC to realise the simultaneous generation of economic value, societal value and environmental value. IUA is committed to these sustainable growth milestones. Through 'Procuring and Supplying in a Sustainable Manner' as one of the Key Sustainability Issues, MC and IUA will continue to implement a sustainable approach to procurement and supply operations while considering

environmental and social factors not only in MC's own business but also throughout the IUA supply chain.

IV. **Mitsubishi Corporation Policy for Sustainable Supply Chain Management** reflects IUA's obligation to MC's commitment for the respect of and to uphold human rights, which also extends to IUA's supply chains. All IUA suppliers are expected to understand, embrace and abide by both:

- Article (1) of this policy, which states that:
"Suppliers shall employ all employees of their own free will with no employee being subject to forced or bonded labour, and to address child labour, freedom of association and suitable remuneration"; and
- Article (2) of this policy, which states that:
"Suppliers shall not employ people under the minimum legal working age of the country in question".

During the Reporting Period, IUA has:

1. continued to revise and update its internal policies;
2. reviewed supplier engagement processes and principles;
3. refined its survey and then issued it to IUA's key suppliers from the start date of the current Reporting Period;
4. considered the results of the survey;
5. introduced a supplier code of conduct to key new suppliers from 1 April 2023; and
6. committed to incorporating the Act compliance guidance into training of relevant IUA personnel as part of IUA's compliance training.

Through these processes, IUA has identified modern slavery risks and will address such modern slavery risks as they become apparent, by liaising with the IUA supplier, where necessary, renegotiating commercial terms to take account risks of modern slavery and other appropriate measures. IUA will strive to be transparent in this process with all stakeholders.

IUA's Assessment of Effectiveness

IUA acknowledges the need to monitor and improve its response to the risk of modern slavery to its supply chains, and that this will be a continual process which we will incrementally develop. As such, in future reporting periods, IUA plans to take the following actions:

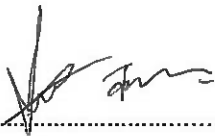
1. Continue to identify key suppliers to IUA, monitor, identify, assess, and address modern slavery risks posed in the IUA operations and its supply chain through:
 - a. continuing to refine IUA's survey to take account of any data and analysis from the survey results of the previous Reporting Period;
 - b. issuing surveys to the key IUA suppliers;
 - c. considering the responses provided, and
 - d. continuing to monitor modern slavery risks.
2. Continue to encourage all new key IUA suppliers from April 2023; and encourage existing key IUA suppliers to agree to implementing an IUA supplier code of conduct, in the terms and conditions of its purchasing contract, consignment sales agreements, long-term purchasing contract, etcetera with IUA. This Code clearly states IUA's opposition to forced labour and other forms of slavery, bribery and corruption both among suppliers and in its own operations.

- IUA may ask a key supplier to correct their business behaviour, if IUA learns that the supplier is engaging in the practice of forced labour and other forms of slavery. If the request is not met, IUA will reevaluate its business relationship with the relevant IUA supplier, if no correction has been made.

IUA acknowledges the importance of identifying, assessing, and addressing the risk of modern slavery within its supply chains, and addressing the effectiveness of such steps. This recognition is within the broader context of MC's commitments to identify and address any impacts associated with modern slavery. IUA will continue to enhance its capacity to identify, prevent and mitigate any risk of modern slavery within its supply chains, in accordance with the policies and procedures outlined in the Statement.

Endorsed by IUA's Board of Directors

The Statement has been endorsed by IUA's Board of Directors.



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Junta Matsui
Managing Director
Isuzu UTE Australia Pty Ltd



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Reiko Sato
Deputy-Managing Director
Isuzu UTE Australia Pty Ltd