

## JOINT MODERN SLAVERY STATEMENT 2021

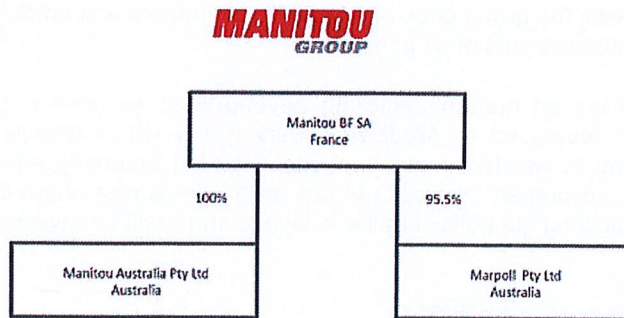
**MANITOU AUSTRALIA PTY LTD (ABN 42114388591) &**

**MARPOLL PTY LTD (ABN 52009063003)**

### Introduction

This statement, pursuant to the Australian Modern Slavery Act 2018 (“the Act”) and cover the supply chain and business operations of Manitou Australia Pty Ltd (MAU) and Marpoll Pty Ltd (LR). Managing the risk of modern slavery and human rights is underpinned by our policies and standards. The overarching framework which supports our rules and principles is the Manitou Group Codes of Conduct . Both MAU & LR are committed to improving our practices to combat slavery and human trafficking.

### Organizational structure



Manitou BF wholly owns Manitou Australia Pty Ltd and is the majority shareholder of Marpoll Pty Ltd. Manitou BF is a French group of companies which is quoted on the French stock market. The Company (Manitou BF) is involved in the designing, manufacturing, selling, marketing, distribution, servicing and renting of a range of materials handling equipment through a Dealer Network. Between MAU and LR we have approximately 86 employees and operate in Australia and New Zealand.

### Our business

The business of Manitou Australia Pty Ltd concerns selling, distributing and servicing a wide range of materials handling equipment. The equipment we provide varies but is mainly relevant to the construction and agricultural industry. Most of the machinery we provide is used for lifting and moving large loads.

In addition to the machinery, we support our dealer network to provide maintenance services to clients whereby we will attempt to fix their broken machinery in event of a breakdown.

In the business we are involved with a number of third parties but mainly the manufacturers that produce the machinery and our customers.

The business of Marpoll Pty Ltd concerns selling, servicing and renting a wide range of materials handling equipment. The equipment we provide varies but is mainly relevant to the construction and agricultural industry. Most of the machinery we provide is used for lifting and moving large loads.

In the business we are involved with a number of third parties but mainly the manufacturers that produce the machinery and our customers.

### **Our supply chains**

Both Manitou Australia Pty Ltd and Marpoll Pty Ltd select their suppliers with the expectation that they are in compliance with all applicable laws and respect the human rights of all people.

Our supply chains include: Parent company manufacturing, other OEM, IT, Telecom and Admin services, contractors and transport hauliers.

### **Our policies on slavery and human trafficking**

In the past neither Manitou Australia Pty Ltd nor Marpoll Pty Ltd have not had a formal procedure in place to verify that its vendors in its supply chain comply with any laws concerning slavery and human trafficking or guidelines for employees or contractors to meet standards concerning human trafficking and slavery.

Both MAU and LR share, on an annual basis, the group code of conduct to managers and employees and all are expected to respect the basic human rights of all people.

We are committed to improving our policies on human trafficking beyond what we have in place already and therefore we have recently developed a Modern Slavery Policy which reflects this commitment. The policy sets out the way in which we are implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We will shortly be communicating the policy to all employees and it will be reviewed on a regular basis.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place an Equal Opportunities Policy which promotes equal opportunity and fair treatment of all individuals working for the Company. The company staff handbook provides protection for whistleblowers who try to assert their legal rights or bring to the attention of the management team any breaches of our policies. This is to encourage individuals to come forward if they feel that the Company is not living up to its ethical or social responsibilities.

In 2021, both MAU and LR launched the Employee Assistance Program (EAP) in Australia, which recognised the burden on physical health and impact on mental health that employees may be experiencing due to the ongoing toll of COVID-19 restrictions.

The program through PeopleSense provides (at no cost to employees)

- Confidential counseling to employees on mental, physical and social matters
- Wellbeing resources and self-help information
- 24/7/365 for emergency crisis situations
- Accessible face-to-face or remotely via telephone or internet video.

In addition, we intend to implement systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.



### Supplier adherence to our values

Our anti-slavery and human trafficking policy has not yet been formally put in place but is due to be communicated to all staff shortly.

Going forward, our HR Manager will regularly review and update the policy as necessary and deal with any concerns from employees or third parties dealing with the business under this policy.

### Training

Employees and management receive all documentation concerning our code of conduct and are expected to respect the basic human rights of all people.

### Our effectiveness in combating slavery and human trafficking

We intend to use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- **Vetting procedures.** The number or percentage of suppliers and subcontractors that have been vetted for ethical labour practices.
- **Screening.** The number and type of issues identified on screening suppliers and subcontractors.
- **Subcontractor inspections.** The number of inspections of sub-contractors in at risk countries.
- **Whistleblowing.** The number of reported breaches in the past year.
- **Training.** The number or percentage of staff trained.
- **Remedial action.** The instances of remedial action being needed.

We will monitor and assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

Approval of this Joint Modern Statement has been given by the Board(s) of MAU and LR.



Stuart Walker

Managing Director

Manitou Australia Pty Ltd



Nicholas Marston

Managing Director

Marpoll Pty Ltd

Date: 16 June 2022