

30 June 2025

Tadano Oceania Pty Ltd: Modern Slavery Statement FY2024

Background to Modern Slavery

In 2018 the Australian Government passed the Modern Slavery Act 2018 (Cth) (the Act) which requires companies with a revenue of over \$100 million to annually report on the risks of modern slavery within their operations and supply chains. Furthermore, the Act requires these companies to outline the actions they have taken and plan on taking to address these risks.

The Act defines modern slavery as including eight types of serious exploitation:

- Trafficking in persons.
- Slavery.
- Servitude.
- Forced marriage.
- Forced labour.
- Debt bondage.
- Deceptive recruiting for labour or services; and
- The worst forms of child labour which means situations where children are subjected to slavery or similar practices, or engaged in hazardous work.

The reporting entity

In accordance with section 13 of the Act, this statement sets out the actions taken to assess and mitigate the risk of modern slavery by Tadano Oceania Pty Ltd, ABN 84 142 236 995, for the period 1 January 2024 to 31 December 2024. This statement is applicable to Tadano Oceania Pty Ltd and each of its divisions and business units (**Tadano Oceania**).



About Tadano Oceania

Tadano Oceania was established in 2010 to supply equipment and render after services to users in Australia and the Oceania region under the brand name of **Tadano**, which was originally founded in 1919 in Japan and has been well-established as one of the world-leading mobile lifting equipment manufactures and highly respected global enterprises that acknowledge the importance of recognising and responding to the risks of modern slavery in every aspect of operations and supply chain. Modern slavery can have a detrimental effect on industry and business, Tadano Oceania believes we all have a duty to each person locally and globally to review our supplier chains. In accordance with our commitments outlined in the Modern Slavery Act 2018 (Cth), we recognise our responsibility in identifying and taking appropriate action when faced with the possibility of modern slavery.

This statement establishes the progress to date in identifying the risks of Modern Slavery in our operations and supply chain. In developing our statement, we have:

- Reviewed our key suppliers / creditors in our supply chain to identify high risk suppliers.
- Reviewed our policies and processes to identify and mitigate risks of modern slavery.
- Developed a Modern Slavery Policy which outlines the Minimum Standards expected from both our suppliers and our people as well as our response to key risks and how to mitigate them.
- Developed a Modern Slavery Supplier Questionnaire that allows us to obtain additional information from our suppliers in respect of their policies, processes and operations to ensure that they are aware and are taking action to avoid any form of modern slavery; and
- Developed Modern Slavery Training Program to be rolled out to our staff, and where deemed necessary to select suppliers.

Tadano Oceania is governed by the tenets of “*Sozo (Creation), Hoshi (Contribution) and Kyoryoku (Cooperation)*”, as set out by Masuo Tadano. These values extend to our internal and external stakeholders and in turn include our suppliers and consideration of the standards of those suppliers.



Our Structure and Operations

We are a privately owned subsidiary of Tadano Ltd., which is publicly listed on the Prime Division of Tokyo Stock Exchange (trading as TYO: 6395) and the ultimate holding company of Tadano global businesses (**Tadano Group**). Tadano Oceania is located in Brisbane (Headquarters), Perth, Sydney and Melbourne, Australia. Its core business includes imports and supplies of mobile lifting equipment and provision of after services. Its product range covers new and used units of all terrain cranes, rough terrain cranes, lattice / telescopic boom crawler cranes, truck cranes, loader cranes and aerial work platforms and their parts and accessories. Although most of its deals are conducted directly with end users, there are also some indirect deals via distributors / service agents for some specific product lines and/or regions. Tadano Oceania currently employs around 92 people across Australia.

Our Governance Framework

We have internal documentation available on our internal intranet, HR/OHS platform and shared server, which includes:

- Quality Standards and Behavioural policies
- Modern Slavery Policy
- Modern Slavery Training Program
- Ethical Sourcing Policy
- Work Health and Safety
- Safety Policy
- Modern Slavery Supplier Questionnaire

Risks of Modern Slavery in our Operations and Supply Chain

Tadano Oceania is committed to the highest ethical standards and integrity in our operations and supply chain. During the review of our supply chain, we identified all suppliers that supplied goods or services directly to Tadano Oceania over the 2024 financial year. As a subsidiary for the Tadano Group overseas export manufacturers, and supply chains are spread across the globe as well as



locally within Australia. Some countries where our suppliers operate would be identified as high-risk countries for modern slavery.

Our major spending categories, which may present heightened risks of modern slavery included, but are not limited to:

Goods: such as heavy machinery, heavy machinery parts and heavy machinery accessories:

Tadano Oceania source and trade consumer brands such as Hino, as well as engaging with local companies for the hire and requisition of heavy construction machinery. Many of these products are sourced and manufactured in off-shore markets with complex supply chains.

Technology: such as hardware, software, cloud-based services and digital infrastructure:

Tadano Oceania engages several businesses for the supply of computer, printers, mobiles, and other hardware. Many of these products are manufactured and sourced in off-shore markets. The dealership also engages with several suppliers for software and cloud-based services and digital infrastructure which may use off-shore and local staffing and services.

Services: such as professional services, consulting and insurance fees:

Tadano Oceania engages third parties to provide legal advice, engage insurance brokers, manufacture uniforms and clothing and other services to streamline our operations.

Procurement for Tadano Oceania is managed by the Finance and Administration department, working collaboratively with the senior management team. We continue to explore better methods for uniformity in procurement and engagement of services with our suppliers.

Actions taken by Tadano Oceania to assess and address Modern Slavery Risks

To ensure that Tadano Oceania provides services in a responsible manner, the previous financial years saw our implementation of minimum standards within our Modern Slavery Policy which is to be complied with by all our suppliers. These minimum standards require all suppliers to ensure they do the following:

- Identify the risks of modern slavery practices in their operations and supply chains.

- Take actions to assess and address the risks identified, including due diligence and remediation processes.
- Allow employees or contract workers to freely lawfully resign their employment without restriction or penalty.
- Provide employees or contract workers with a pay slip that clearly shows how wages have been calculated and any details of deductions.
- Comply with legislation and any applicable industrial awards when paying staff, including overtime compensation and legally mandated benefits.
- Ensure all employees and contract workers have the right to work in the country they are undertaking work.
- Not restrict the movement of employees or contract workers at any time by withholding original identification and personal documents such as Visa's, passports etc.
- Provide all employees and contract workers with a contract of employment / contractor agreement that outlines pay rates and other entitlements.
- Not use any type of forced labour, bonded labour or indentured labour.
- Ensure they comply with minimum legal working age in the country in question or in the absence of such law, by the International Labour Organisation (ILO) Convention 138. Suppliers must verify the age of all employees to ensure compliance.

Alongside the continued expectation and compliance with these minimum standards, we continue to utilise our Modern Slavery Supplier Questionnaire also developed in the previous financial years. This questionnaire is utilised for new suppliers as well as existing suppliers we determine to be at a medium or high risk of modern slavery. The questions are structured in such a way to obtain additional information from at risk suppliers in respect of their policies, processes and operations in regard to mitigating modern slavery. This oversight ensures that our values and commitment to eradicating modern slavery align with who we do business with. This questionnaire is regularly reviewed and will be updated in line with new requirements of the Act as well as any refinements we deem necessary as we deepen our understanding of modern slavery.

In the 2024 financial year, Tadano Oceania used the Modern Slavery Supplier Questionnaire to assess 63 new suppliers:

- We did not receive responses from 20 suppliers. Of these, 9 are key suppliers we intend to continue working with due to operational requirements. We will follow up with them regularly to encourage their participation. One non-respondent is an Australian state government entity, and the remaining 10 are one-off suppliers with whom we do not anticipate future engagements. As such, no further risk assessments are planned for these suppliers.
- Three of the new suppliers were assessed as high risk based on their responses. One of them, a recruitment agency, was engaged for a one-time candidate referral, and we do not expect any ongoing business. The other 2 are critical suppliers we plan to continue working with. In 2025, we will conduct on-site inspections and hold in-person meetings with their management to further assess the actual level of modern slavery risk.
- We assessed 28 new suppliers as medium risk. For these suppliers, we plan to prioritize those with higher transaction volumes for further review. We will follow up with additional, tailored questions via email or other means to conduct a more in-depth risk assessment.
- The remaining 12 suppliers provided satisfactory responses and were assessed as low risk for modern slavery.

We also acknowledge that some of our larger suppliers may face challenges in fully aligning with our standards. In such cases, we will continue to encourage transparency in their supply chains and business practices, including the implementation of solid modern slavery policies, procedures, and / or the provision of a modern slavery statement.

Assessing the effectiveness of Actions

All high risk, medium risk and new suppliers will continue to be vetted for modern slavery risks through the completion of our Modern Slavery Supplier Questionnaire, where deemed necessary. This questionnaire incorporates modern slavery requirements and the provision of supporting documentation where applicable. Tadano Oceania aims to use the information obtained from this process to build transparent and collaborative relationships with suppliers and to ensure that our expectations of the reporting of modern slavery risks are clearly communicated. The continual



assessment of our supply chain is vital to ensure that we are meeting our obligations in regard to modern slavery.

During the 2024 financial year, we did not find any issue in the questionnaire. The questionnaire is electronically sent to suppliers via email and can be answered by suppliers answering the questions online.

We will continue to review our policies, including our Modern Slavery Policy, and ensure that Tadano Oceania staff and suppliers, where applicable, have the opportunity to access and be kept informed of our relevant Modern Slavery Policies. The continual review of our policies allows us to monitor the effectiveness of our modern slavery controls and procedures and make improvements where necessary.

We will continue to assess our effectiveness by focusing on the following processes:

- Maintaining senior management oversight on new supplier / procurement engagement to address modern slavery.
- Act on any deficiencies in accordance with our Modern Slavery Policy and make changes as necessary as our business evolve.
- If required, investigate and where necessary consider terminating any supplier relationships which fall below minimum standard.

The Process of Consultation with any entities Tadano Oceania owns or controls

During the reporting period this statement covers, namely 1 January 2024 to 31 December 2024, we actively engaged and consulted with all entities that has an interest in Tadano Oceania, its divisions and business units.

The senior management collective of Tadano Oceania has the responsibility to review and implement the steps taken and to be taken, as recorded in this statement whilst ensuring a business wide consensus on our approach to modern slavery and reducing the risks in our supply chain and operations.

The way forward

Tadano Oceania remains committed to proactively addressing the risks of modern slavery within our supply chain and operations. We will continue to set clear expectations for our suppliers, requiring them to uphold the same standard. In order to build on the modern slavery framework that we have thus far developed, we will be focusing on the following areas and the extent to which these are achievable:

- We will continue conducting risk assessments for new suppliers and require the completion of the modern slavery questionnaire for new, moderate and high-risk suppliers. Additionally, we will continue to review and enhance the risk assessment and questionnaire where required.
- We will continue to monitor and evaluate the effectiveness of our Modern Slavery Policy and related procedures. This includes assessing their suitability, adequacy and effectiveness in mitigating modern slavery risks as our business evolves and develops.
- We had reviewed our Modern Slavery Training Program during the 2024 financial year. We are planning to implement a periodic Modern Slavery Awareness Session which is to be part of our regular toolbox meeting which all employees are expected to participate in. In addition, we will provide more intensive Modern Slavery Training courses via online learning platform for all managers and key employees who are directly involved in supply chain management, to understand in more detail what slavery and human trafficking entails and how to mitigate the risk of these in their respective supply chain.
- We will update the whistle-blower program that will provide greater grass roots insights into Modern Slavery issues and allow employees to anonymously report concerns as they happen.
- We will continue to monitor legislative developments, including any changes to the Modern Slavery Act where required, we will adjust our processes accordingly. This may include the implementation of a due-diligence system that aligns with the requirements of rules established under section 25 of the Act, and reporting on related activities in future Modern Slavery Statements.



Tadano Oceania Pty Limited Modern Slavery Statement year ending 31 December 2024

Signed by:

Naoto Tsuru
Full Name
Finance Director Tadano Oceania Pty Limited
30 June 2025



Signature

Takehiro Kusumoto
Full Name
Managing Director Tadano Oceania Pty Limited
30 June 2025



Signature

The Board of Tadano Oceania Pty Limited ABN: 84 142 236 995 has approved this Statement on 30 June 2025.

The above signatories signed off on this Statement on 30 June 2025.