

Modern Slavery Statement

Reporting Period 1st April 2023 to 31st March 2024

Introduction

This statement sets out Toyota Material Handling Australia Pty Limited (ACN 104 644 635) (**TMHA**) actions undertaken between 1 April 2023 and 31 March 2024, in order to assess all potential modern slavery risks related to TMHA's operations and to put into place processes that are aimed at ensuring there are no modern slavery practices in TMHA's operations or its supply chain operations.

TMHA recognises that it has a responsibility to ensure that no modern slavery exists in its business and is committed to a process of continuing assessment to prevent any risk of modern slavery arising.

This statement and TMHA's actions serve to conform to the Australian Federal Legislation "Modern Slavery Act 2018" (No. 153, 2018): An Act to require applicable entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks, and for related purposes.

Organisational structure, operations and supply chains

The principal core activities of TMHA consist of:

- (a) the wholesale and retail sale of forklift trucks and forklift replacement parts; and
- (b) rental (both long and short-term) of forklift trucks and the servicing and repair of forklift trucks.

TMHA is a proprietary limited company with one shareholder (whose headquarters are in Nagoya Japan) and has approximately 800 employees. TMHA operates through 18 branches in Australia and does not have any subsidiaries. To be clear Section 16.1.f of the Modern Slavery Act is not applicable to TMHA as TMHA does not own or control any entities nor do we provide a joint statement.

TMHA purchases forklifts and forklift parts from overseas TICO production plants in Japan, North America, and Europe and from non-related entities in Europe.

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Assessment of the risks of modern slavery practices in TMHA's operations and supply chains

TMHA is committed to identifying possible modern slavery risks in TMHA's operations and supply chains.

By conducting internal risk assessments of its top 50 spend suppliers and at-risk category suppliers by sector TMHA has come to the following conclusions relating to possible modern slavery risks that TMHA may be directly linked to, including:

- **Sector and industry risks:** TMHA did not identify that the distribution or rental forklift trucks and forklift replacement parts was a high modern slavery risk sector or industry. However, TMHA recognises that IT hardware may be a higher risk sector or industry for modern slavery risks;
- **Product and services risks:** TMHA did not identify that the distribution or rental forklift trucks and forklift replacement parts was a high modern slavery risk for product or services.
- **Geographic risks:** TMHA distributes plant and equipment at 18 branch locations in Australia and understands that Australia is at the lower risk scale for modern slavery instances; and
- **Entity risks:** TMHA is committed to continuously improving its knowledge and visibility over its direct suppliers to better identify any entity risks with suppliers.

TMHA is committed to continuously improving its approach to identifying modern slavery risks in its supply chains and operations.

Actions taken by TMHA to assess and address risks, including due diligence and remediation processes

- Continuation of a Modern Slavery Action Plan which sets out TMHA's actions and priorities for addressing modern slavery risks in our supply chains over the next three years.
- Monitoring and audit of the onboarding process to enable supplier code of conducts to be completed by new suppliers.
- TMHA's codes and policies require TMHA employees and contractors to act lawfully, ethically and with integrity and encourages employees and contractors to raise compliance and ethics concerns. TMHA's Code of Conduct requires that suppliers and service providers are only engaged when applicable laws, regulation and TMHA policies are followed. Any TMHA employee who violates our standards may be subject to disciplinary action up to and including termination of employment.
- TMHA takes steps to ensure that no under aged people are employed within our company through rigorous human resource processes. In terms of TMHA recruitment processes, all staff are screened prior to employment for their right to work in Australia and for proof of age.

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- TMHA takes steps to ensure that it is provided with all relevant details for employees engaged through third party labour agencies.
- All TMHA employees were assigned a Modern Slavery training module to provide awareness of the risks of modern slavery.

Training

TMHA conducts Modern Slavery training as part of the induction process for new employees to ensure all our workforce has had Modern Slavery awareness training.

Impact of COVID-19

TMHA is committed to protecting vulnerable workers from the impacts of COVID-19. To this end, TMHA maintained supplier relationships during COVID-19 and avoided varying or terminating current supplier contracts.

Assessment of the effectiveness of TMHA actions

TMHA continues to assess the effectiveness of the anti-modern slavery actions it is taking in the following ways:

- (a) An internal review mechanism is monitored for any notified known or suspected instances of modern slavery in its supply chain;
- (b) Internal monitoring of relevant KPIs on:
 - (i) the number of modern slavery training and awareness-raising programs delivered;
 - (ii) the proportion or number of complaints resolved by its grievance mechanism;
 - (iii) the number of contracts that include modern slavery clauses;
 - (iv) the number of tender documents that include supplier on-boarding questionnaires in relation to modern slavery and labour hire practices; and
 - (v) the number of actions taken to work with suppliers to improve their capacity to respond to modern slavery risks.
- (c) Implementing contractual rights in supply contracts to allow us to undertake audits of suppliers.



MATERIAL HANDLING

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Board/Member Approval

This statement was approved on 31st July 2024 by TMHA's board of directors who instruct that it is Reviewed and updated annually.

Director's signature: 

Steve Takacs – President and Chief Executive Officer

Date

31st July 2024

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