

TOYOTA MATERIAL HANDLING AUSTRALIA PTY LIMITED

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Modern Slavery Statement

Reporting Period: 1 April 2025 to 31 March 2026

Introduction

Toyota Material Handling Australia Pty Limited ("**TMHA**", "**we**", "**our**", "**us**") has been at the forefront of the Australian materials handling market and a pioneer in making forklifts more productive, safer, and cost-effective for over 50 years.

TMHA is a reporting entity under the *Modern Slavery Act 2018* (Cth) ("**Act**") and recognises that it has obligations to conduct due diligence to assess and address the modern slavery risks in its operations and supply chains.

This modern slavery statement sets out the actions undertaken to assess and address the modern slavery risks in its operations and supply chains for the reporting period of 1 April 2025 to 31 March 2026.

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.

Criteria 1 - Identify the reporting entity

The reporting entity is Toyota Material Handling Australia Pty Limited ABN 38 104 644 635. There are no owned or controlled entities and therefore no "included entities" within this modern slavery statement. Accordingly, Criteria 6 is not applicable to TMHA as TMHA does not own or control any entities and this is a single modern slavery statement pursuant to section 13 of the Act.

Criteria 2 – Describe the structure, operations and supply chains of the reporting entity

Structure

TMHA is a proprietary limited company. Our parent company, Toyota Industries Corporation ("**TICO**"), is headquartered in Nagoya, Japan. TMHA does not have any entities that it owns or controls.

Our head office is based at 8 Secombe Place, Moorebank NSW 2170. TMHA has 19 branches around Australia. TMHA employs approximately 888 employees.

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Operations

The principal core activities of TMHA consist of the:

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

Supply Chains

TMHA purchases forklifts and forklift parts from TICO owned production facilities which are located in Japan, North America and Europe. We also purchase forklifts and forklift parts from non-related entities throughout Europe.

Additionally, we procure from suppliers which support the running of our operations which include suppliers in categories such as:

- Tyres
- Freight and Towing
- Industrial supplies
- Attachments
- Batteries and Chargers
- Utilities
- Cleaning
- Uniforms
- Legal, accounting and professional services

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Criteria 3 – *Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities that it owns or controls*

The foundation of our risk assessment is the *cause, contribute to and directly linked to* framework from the United Nations Guiding Principles on Business and Human Rights (“**UNGP’s**”).

Operational Risks

TMHA’s operations are solely located in Australia, which is generally considered a low-risk jurisdiction for modern slavery risk.¹

Our Chief Financial Officer oversees our modern slavery compliance framework. More broadly, we have strong broader governance mechanisms such as:

- Grievance mechanisms for employees, contractors and other stakeholders through our Whistleblower Policy, which includes a whistleblower hotline. Broader TMHA policies and procedures encourage employees to raise compliance and ethics concerns with TMHA, including regarding modern slavery.
- A Code of Conduct governing TMHA’s business practices, which outlines our stance on workplace behaviour, bullying and health and safety.

We pay our employees in accordance with Australian laws and requirements. Furthermore, we have rigorous human resources processes to ensure that all staff are screened prior to employment for their right to work in Australia and for proof of age to ensure that no under aged people are employed. Overall, we consider that the modern slavery risks in our operations with our direct employees are low.

TMHA utilises labour hire to fill temporary office functions and for the placement of overseas workers into service technician roles under the temporary skill shortage visa. Labour hire generally has heightened modern slavery risk indicators such as debt bondage, underpayment and deceptive recruitment practices. These risk indicators are exacerbated by the prevalence of subcontracting arrangements which reduce the visibility and therefore ultimate control over the working conditions of the workers. Therefore, labour hire is identified as a risk area for due diligence, which will be ongoing in future reporting periods.

Supply Chain Risks

TMHA considers the inherent risk associated with our supply chains based on risk factors such as the location of the supplier, industry and goods and services that the supplier provides to us. This inherent risk analysis is informed by internationally recognised standards and resources such as the Walk Free Foundation’s Global Slavery Index.

The high-risk supply chains that present the most prevalent salient risks for TMHA are as follows.

¹ Walk Free Foundation Global Slavery Index 2023.

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Forklift and forklift parts

Componentry of forklifts and forklift parts such as steel and rubber carry heightened risks of modern slavery, particularly when sourced from high-risk jurisdictions. TMHA does not have oversight over the sourcing locations of these raw materials. The linkage of these impacts and risks to TMHA is that TMHA could be “directly linked to” these impacts and risks. Accordingly, we have assessed the likelihood of this risk as moderate.

Freight

Freight supply chains carry heightened modern slavery risks due to the fragmented regulatory oversight. Specific worker risk factors include isolated working conditions, heightened prevalence of migrant workers and subcontracting, which increases the risk of other risk factors such as underpayment and debt bondage. The linkage of these impacts and risks to TMHA is that TMHA could be “directly linked to” these impacts and risks. Accordingly, we have assessed the likelihood of this risk as moderate.

Uniforms

Cotton and linen supply chains, which are common raw materials in uniforms, are high risk supply chains for modern slavery, particularly when these raw materials are sourced from high-risk jurisdictions. The risk factors more broadly are forced labour (including from state sanctioned labour), child labour and debt bondage. An additional factor which contributes to the heightened risks of these supply chains is the complexity of these supply chains. The linkage of these impacts and risks to TMHA is that TMHA could be “directly linked to” these impacts and risks. We have assessed the likelihood of this risk as high.

Cleaning

Risk factors associated with cleaning suppliers include the underpayment of workers (often through layers of subcontracting arrangements), debt bondage, wage theft, excessive overtime and withholding of identity documents. These risks are exacerbated by the prevalence of migrant workers (who are often on temporary employment arrangements) in this industry. The linkage of these impacts and risks to TMHA is that TMHA could be “directly linked to” these impacts and risks. We have assessed the likelihood of this risk as high.

Industrial Supplies and Construction Materials

Industrial supplies and particular construction materials can carry high modern slavery risks given the inherent risks associated with raw materials such as bricks, timber and steel. In particular jurisdictions, there is a high inherent risk due to state sanctioned labour and broader worker related risks such as unsafe working conditions. The linkage of these impacts and risks to TMHA is that TMHA could be “directly linked to” these impacts and risks. We have assessed the likelihood of this risk as high.

Computer Parts and Accessories

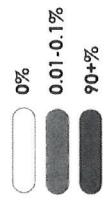
Computers, including their parts, componentry and accessories, are high risk supply chains for modern slavery risk, particularly when high risk metals such as cobalt are utilised. Particular risk factors include the complexity of the supply chains and the high risk nature of sourcing locations. In terms of risks to people, this includes underpayment of workers, excessive working hours and subcontracting. The linkage of these impacts and risks to TMHA is that TMHA could be "directly linked to" these impacts and risks. We have assessed the likelihood of this risk as high.

Our risk profile is evolving, and during this reporting period we have taken steps to identify the supply chains that carry the most inherent risk for TMHA. We have limited visibility beyond our Tier 1 suppliers², and we are looking to improve on this visibility in future reporting periods.

² **"Tier 1 suppliers"** are the direct suppliers that we engage, pay and have a contractual relationship with.

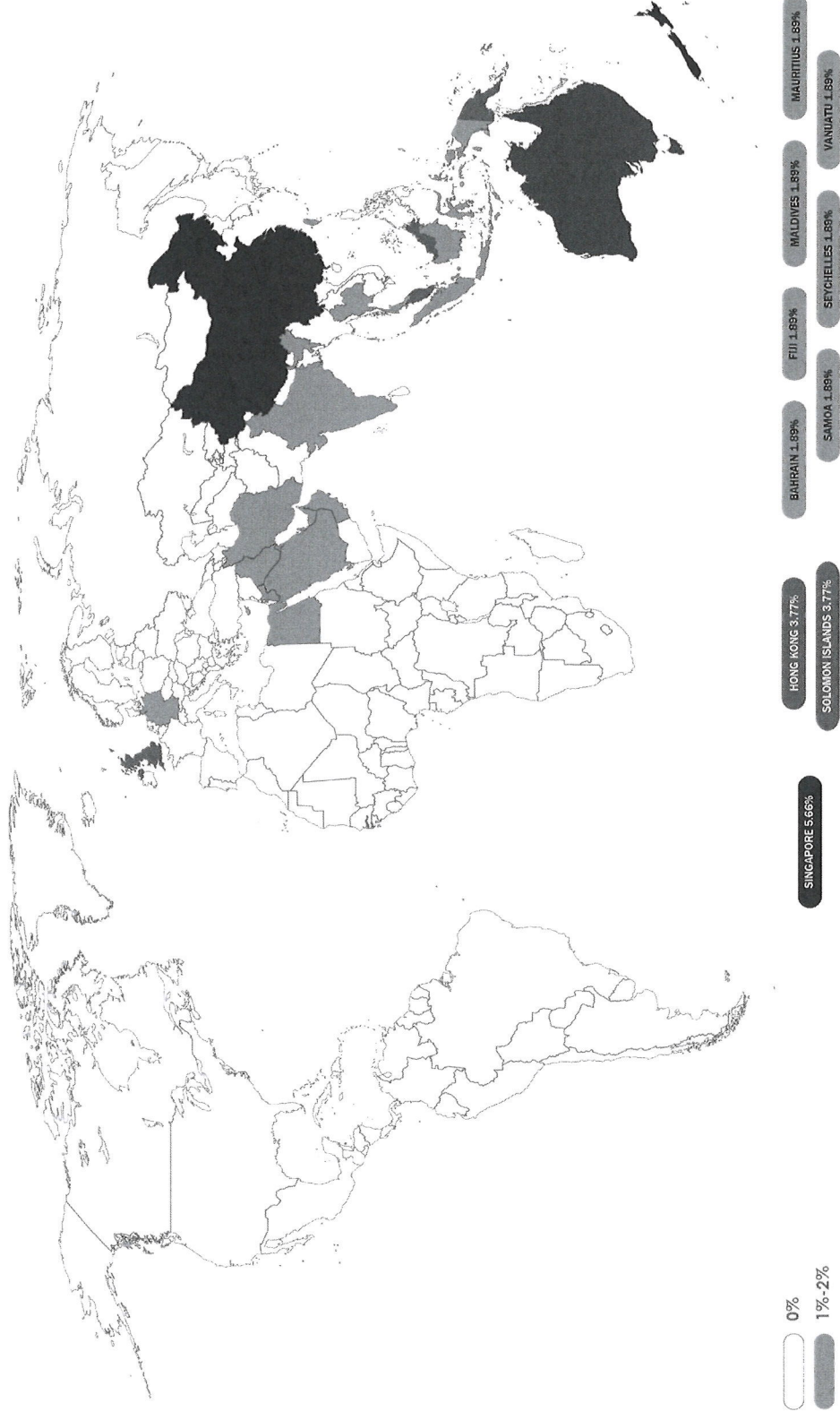
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Locations of Tier 1 Suppliers (Primary)



This map demonstrates the operating locations of the suppliers that we engage based on the addresses supplied to us by the suppliers.

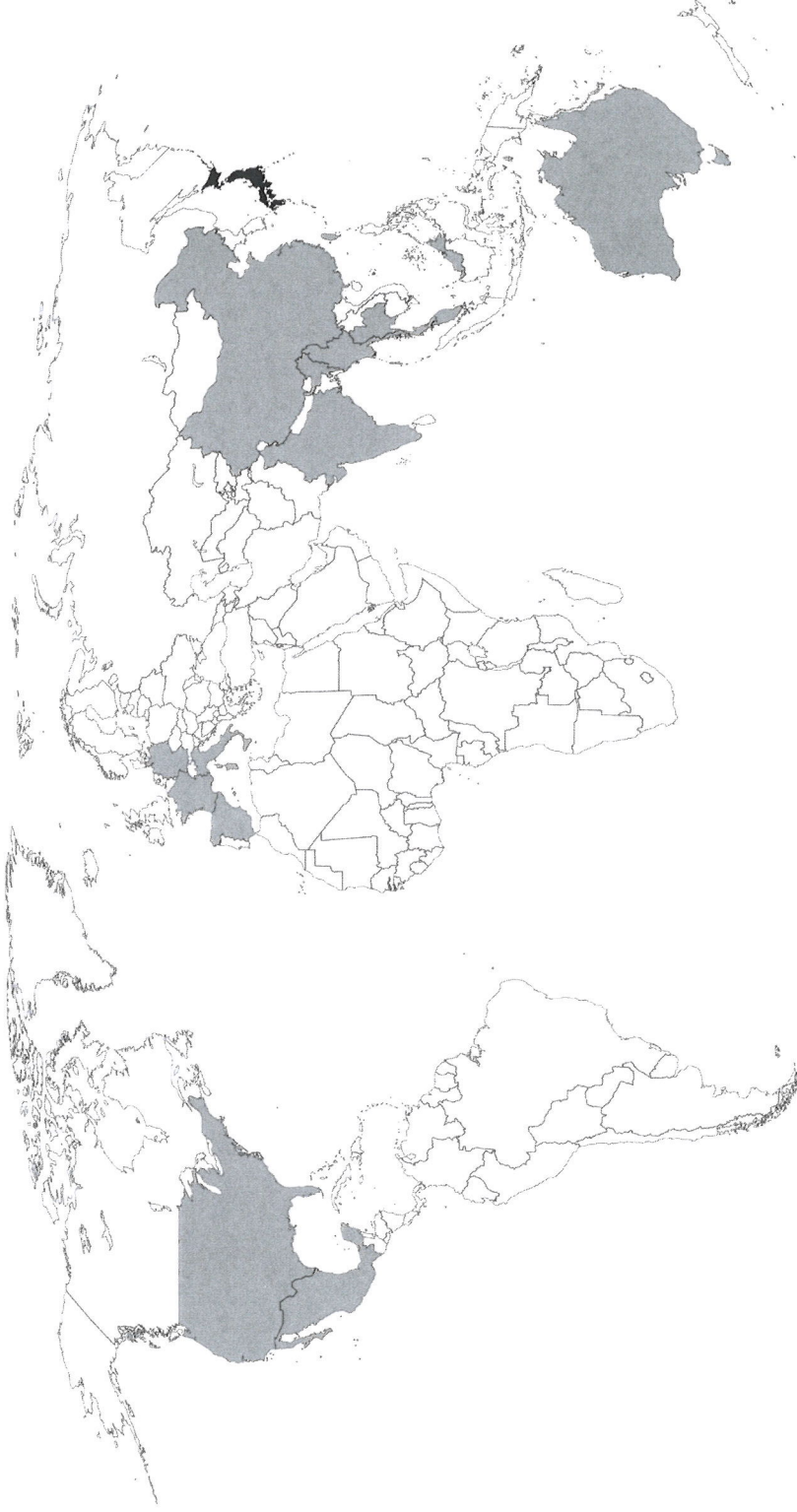
Locations of Tier 1 Suppliers (Global)



This map demonstrates the global operating locations of our Tier 1 suppliers. This is based on data received by suppliers who have completed our modern slavery questionnaire where the supplier has provided information about their broader operating locations. Where smaller countries were difficult to demonstrate clearly on this map, we have outlined these countries in icons below the map.

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Locations of Tier 2 and Raw Materials Suppliers



TIER 2 SUPPLIERS

TIER 2 & RAW MATERIALS SUPPLIERS

This map demonstrates the locations of suppliers deeper in our supply chains. This is based on data received from the Tier 1 suppliers who have completed our modern slavery questionnaire.

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Criteria 4 – Describe the actions taken by the reporting entity and any entities that it owns or controls to assess and address those risks, including due diligence and remediation processes

Implementation of Modern Slavery Platform

A focus of this reporting period has been to roll out and implement a modern slavery compliance platform (“**Platform**”) to assist TMHA in assessing supply chain risks and conducting due diligence on our suppliers.

The Platform has the following features:

- Integration with risk screening platform: the Platform integrates with a risk screening platform called World Check One. Accordingly, all suppliers are continuously monitored and screened against ESG risk screening criteria such as modern slavery and human rights, environmental contraventions, sanctions and PEP and bribery and corruption risks.
- Inherent risk: the Platform has inherent risk capabilities to assess suppliers against both location and industry risk factors. We are seeking to expand use of the inherent risk features of the Platform.
- Questionnaires: we have developed a modern slavery questionnaire to issue to suppliers in accordance with our due diligence threshold. Currently, we issue modern slavery questionnaires to international suppliers and Australian suppliers with a screening result. The aim of the modern slavery questionnaire process is to assess modern slavery risk indicators to inform further due diligence.

The Platform is facilitated by our third-party advisors who have assisted us with the implementation of the Platform and roll out of the initial due diligence described above. Our third-party advisors will continue to assist us in future reporting period to continuously improve our due diligence processes and risk assessments of our operations and supply chains.

The Platform will assist TMHA in embedding risk assessments and due diligence on suppliers into business-as-usual processes, enabling TMHA to conduct more targeted due diligence in future reporting periods.

Case Study: Identification of Subcontracting and Labour Hire in Supply Chains

We issued a modern slavery questionnaire to one of our equipment suppliers. Within the supplier’s response to the modern slavery questionnaire, there were two high risk responses identified:

- The supplier answered that they engage subcontractors.
- The supplier answered that they utilise labour hire agencies to recruit workers and that some of their workers are overseas workers.

Subcontracting is a risk indicator for modern slavery given the lack of control and oversight

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Modern Slavery Action Plan

We developed a modern slavery action plan alongside our third-party advisors to guide our progress throughout this reporting period. We intend to utilise a modern slavery action plan in future reporting periods to track progress and ensure that we are continuously improving our modern slavery compliance framework in each reporting period.

Supplier Code of Conduct

TMHA has a Supplier Code of Conduct which requires suppliers and contractors to act lawfully, ethically and with integrity. TMHA's Code of Conduct requires that suppliers and contractors are only engaged when applicable laws, regulations and TMHA policies are followed. Furthermore, the Code of Conduct encourage suppliers and contractors raise compliance and ethics concerns which includes concerns relating to modern slavery.

This Code of Conduct outlines expectations surrounding labour practices and human rights, environment and safety and business ethics. New suppliers and contractors must agree to abide by the Supplier Code of Conduct during the onboarding process. TMHA actively monitors and undertakes audits on the onboarding process to ensure adequate uptake and compliance with this requirement.

Employee Training

All new employees must complete a modern slavery training module as part of their induction to TMHA. Accordingly, all employees at TMHA have completed modern slavery training.

Criteria 5 – *Describe how the reporting entity assesses the effectiveness of such actions*

The primary focus of this reporting period has been implementing steps via the Platform to embed conducting due diligence on our supply chains into business-as-usual processes and enable us to track risk assessments of our suppliers and the results of due diligence conducted. Now that we have a risk assessment baseline that we are embedding into our ongoing processes and procedures, this gives us a foundation to continue to improve on in future reporting periods.

Internally, we monitor our supplier onboarding process and the number of suppliers that have declared that they will abide by our Supplier Code of Conduct. We also monitor the number of grievance mechanisms received through our whistleblower hotline. We have not received any disclosures relating to modern slavery and broader labour concerns.

Ultimately, TMHA is aiming to progress how it assesses effectiveness to enable it to assess whether action items have

- improved TMHA's oversight over its operational and supply chain modern slavery risks,
- been able to effectively identify modern slavery risk indicators;
- enabled TMHA to beyond reliance on inherent risk assessments to actual risk assessments of operational and supply chains risks; and
- resulted in demonstratable harm reduction.

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In the next reporting period, TMHA is aiming to implement clearer qualitative and quantitative key performance indicators to utilise to assess the effectiveness of its modern slavery compliance framework under this Criteria 5. Additionally, some action items that we are looking to undertake during the 2027 reporting period include:

- utilising the inherent risk assessment features in the Platform and adopting a formal risk matrix for the assessment of inherent risk; and
- undertaking targeted due diligence on labour hire and cleaning suppliers.

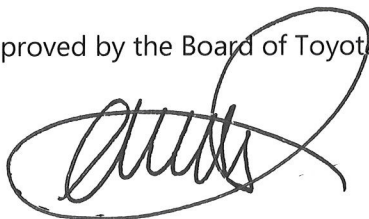
Criteria 6 – *Describe the process of consultation with entities the reporting entity owns or controls*

This criterion is not applicable as TMHA does not have any entities that it owns or controls.

Board/Member Approval

This statement was approved by the Board of Toyota Material Handling Australia Pty Limited.

Director's signature:



Director's name: Cameron Paxton

Date: 20th July 2026

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