

Toshiba (Australia) Pty Limited

Modern Slavery Statement

Pursuant to the requirements of the *Modern Slavery Act 2018*, Toshiba (Australia) Pty Limited ("TAP") states that we take steps to ensure slavery and human trafficking is not taking place within any of our supply chains and within our businesses.

TAP acknowledges that slavery can occur in many forms as detailed in the Modern Slavery Act including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting.

Accordingly, we have adopted policies and frameworks to ensure continued respect for human rights. Such frameworks are continually adapted to the changing regulatory environment and any change in our supply chains, and include but are not limited to training, utilisation of our whistle blower system, and audits upon suppliers – we emphasise that we will use every means at our disposal to ensure modern slavery is not occurring within our organisation or within any supply chain.

Company Overview

TAP is a foreign owned entity, primarily involved with the importation and distribution of Toshiba equipment across Australia, and New Zealand, as well as several Pacific Islands through dealerships.

Policies

TAP complies with universal principles regarding human rights and labour practices, including the Universal Declaration of Human Rights, and respects human rights through sound business practices. Additionally, TAP has adopted and implemented the Standards of Conduct for Toshiba Tec Group which stipulates respect for basic rights, and opposes child and forced labour.

<https://www.toshibatec.com/company/corporate/philosophy/action.html>

We ask that all suppliers, all of whom play a critical part within our business, to appreciate and to put into practice the Toshiba Tec Group Procurement Policy, which contains a clear prohibition on forced labour (including slave labour), and human trafficking.

<https://www.toshibatec.com/company/procure/plan.html>

We have adopted the Toshiba Tec Group Responsible Minerals Sourcing Policy, which prohibits the use of raw material such as tin, tungsten, and gold mined in the Democratic Republic of Congo and any neighbouring countries that violate human rights.

<https://www.toshibatec.com/company/procure/circumstance.html>

https://www.toshibatec.com/company/csr/society/human_rights.html

This year we have also newly adopted the Toshiba Tec Group Human Rights policy, which identifies Toshiba Tec Group is a supporter of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work, and promotes efforts to respect human rights based on the United Nations Guiding Principles on Business and Human Rights. Toshiba Tec Group also complies with human rights laws in every country and region where it operates. Where such local laws and international human rights norms differ, we follow the higher standard; where they are in conflict, we adhere to the laws while we seek to respect the internationally recognized human rights.

https://www.toshibatec.com/company/csr/society/pdf/human-rights-policy_en.pdf

These policies act at a global level and reflect the commitment of the Toshiba Tec Group, as a global entity, to act ethically and with integrity within all business relationships, and to implement and enforce effective systems and controls to ensure modern day slavery and human trafficking is not occurring in any place along our supply chains.

Due diligence within our supply chain

Our supply chains are characterised by complex supply chains, in which different components are manufactured in different parts of the world.

The products and services that contribute to TAP's own products and services are sourced from Toshiba Group and third party product/service suppliers throughout the world and our supply chains may extend beyond direct suppliers.

We acknowledge that the risks of modern slavery may be increased in some of our group supply chains and operations as a result of the geographical location of some suppliers, our areas of operation, and the source of materials used in products supplied to us.

We also acknowledge that we lack visibility in certain overseas markets and this carries additional risks of modern slavery, especially in secondary levels of our supply chain of suppliers and source materials used in our group's products and services.

To ensure that all stakeholders within our supply chain comply with our internal policies, we are willing to adapt a number of different due diligence actions as required, with such actions, including but not being limited to the development of supplier audit programs, supplier training, and the development of clear supplier communication strategies.

Training

Training with respect to our Standards of Conduct is provided to all employees of TAP, with our Standards of Conduct being the guiding principles of our daily business activities.

Additionally, we generate and roll out specific training activities from time to time, and as required.

Establishment of Whistle blower System – In-house reporting

In accordance with the specific principles of the *Corporations Act 2001*, a Whistle blower System has been established, with a focus on allowing anonymous reporting without fear of reprisal.

Continual Improvement

This Modern Slavery Statement is made in accordance with the Australian Modern Slavery Act 2018. It applies to and describes steps taken by Toshiba Australia Pty Limited during the financial year ending 31st March 2023 to seek and minimise the risk of modern slavery occurring in the company's business or their supply chains.

TAP recognises the need to continually assess the effectiveness of actions taken, and pledges to act upon any information suggesting improper action within the supply chain or inadequate due diligence.

This statement was approved by the members of the board on 20th September 2023.



Mr Bret Davies

Managing Director

20th September 2023