

## **Modern Slavery Statement**

Pursuant to the requirements of the Modern Slavery Act 2018, Toshiba International Corporation Pty Ltd (“TIC”) and its subsidiary (“PGSR”) state that we take steps to ensure slavery and human trafficking is not taking place within any of our supply chains and within our businesses.

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

Accordingly, we have adopted policies that puts in place a framework to ensure continued respect for human rights. This framework will continually adapt to the changing regulatory environment and any changes in our supply chains, and include but are not limited to training, utilisation of our whistleblower 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**

TIC is a wholly own subsidiary of Toshiba Corporation, Japan and delivers products and services worldwide in energy systems & solutions, infrastructure systems and solutions and battery business.

TIC has a central head office in Sydney with branch offices in Australia and approx. 180 staff.

### **Policies**

TIC 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, TIC has adopted and implemented the Toshiba Group Standards of Conduct which stipulates respect for basic rights, and opposes child and forced labour.

<http://www.toshiba.co.jp/csr/en/policy.soc.htm>

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

<http://www.toshiba.co.jp/procure/en/policy/index.htm>

These policies act at a global level and reflect the commitment of the Toshiba 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 TIC’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.



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 and the development of clear supplier communication strategies.

We will manage the risks of modern slavery to TIC and PGSR with the following measures:

- introduce a modern slavery policy
- commence audits of key suppliers via a targeted questionnaire
- include terms that are consistent with Modern Slavery Act in supply contracts or contracts relating to a supply chain relationship
- educate staff on the impacts and risks of modern slavery through an internal training program
- address any potential modern slavery risks that are identified.

## **Training**

Training with respect to our Standards of Conduct is provided to all employees of TIC, 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 Whistleblower System – In-house reporting**

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

Our internal grievance mechanism allows for employees to safely raised concerns about the impact TIC, its subsidiary or supply chain may be having on them. The grievance process is confidential and protects workers' privacy.

## **Continual Improvement**

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

This statement relates to the actions and activities during the financial year ending 31 Mar 2020 and was approved by the board of Toshiba International Corporation Pty Ltd on 12 February 2021.

Mr Makoto Shimizu

Managing Director and BOD Member  
**Toshiba International Corporation Pty Ltd**

February 2021