

# **Toshiba (Australia) Pty Ltd**

## **Modern Slavery Statement**

Pursuant to the requirements of the *Modern Slavery Act 2018*, Toshiba (Australia) Pty Ltd (“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. 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 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**

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 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>

We have adopted the Toshiba Group Conflict Mineral 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. [http://toshiba.co.jp/csr/en/performance/social/procure.htm#conflict\\_mineral\\_1](http://toshiba.co.jp/csr/en/performance/social/procure.htm#conflict_mineral_1)

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.

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 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.

## **Continual Improvement**

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 15<sup>th</sup> June 2021.



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Mr Mark Whittard

Managing Director

15<sup>th</sup> June 2021