

## **Toshiba (Australia) Pty Limited**

### **Modern Slavery Statement**

Under the requirements of the *Modern Slavery Act 2018*, Toshiba (Australia) Pty Limited (“TAP”) states that we take steps to ensure slavery and human trafficking are 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, New Zealand, and several Pacific Islands through dealerships. TAP does not own or control any other entities.

### **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 all suppliers, all of whom play a critical part in our business, to appreciate and 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 materials 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](https://www.toshibatec.com/company/csr/society/human_rights.html)

We have also newly adopted the Toshiba Tec Group Human Rights policy, which identifies Toshiba Tec Group as 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 internationally recognised human rights.

[https://www.toshibatec.com/company/csr/society/pdf/human-rights-policy\\_en.pdf](https://www.toshibatec.com/company/csr/society/pdf/human-rights-policy_en.pdf)

These policies act at a global level and reflect the Toshiba Tec Group's commitment, 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 do not occur 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 worldwide, 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 due to the geographical location of some suppliers, our areas of operation, and the source of materials used in our products.

We also acknowledge that we lack visibility in certain overseas markets, which 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. These actions include but are not limited to, the development of supplier audit programs, supplier training, and clear supplier communication strategies.

We work to continually develop and monitor Toshiba group policies and procedures aimed at enhancing integrity and ethical behaviour, so they are consistent with good industry practice and properly reflect the contemporary state of applicable law and regulation. Toshiba TEC and Toshiba Australia will continue to develop initiatives to identify and mitigate the risk of modern slavery and human trafficking in our business and supply chains.

## **Our effectiveness in combatting Modern Slavery and Human Trafficking in our supply chain**

To maintain and continually improve supplier and (sub) contractor performance and assess the effectiveness of actions being taken to assess and address the risks of modern slavery, we:

- Assess the sustainability risk of our key suppliers and (sub) contractors.
- Share best practices and work with our key suppliers and (sub) contractors to eliminate or reduce supply chain risks; and
- Implement guidelines for suppliers and (sub) contractors, which address relevant social and environmental issues such as child labour, modern slavery and human trafficking, freedom of association, hazardous substances, etc.

## **Training**

TAP provides training concerning our Standards of Conduct to all employees. Our Standards of Conduct are the guiding principles of our daily business activities. Additionally, we generate and roll out specific training activities occasionally and as required.

## **Establishment of Whistleblower System – In-house reporting**

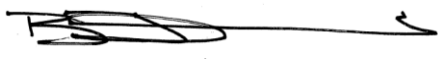
In accordance with the principles of the Corporations Act 2001, a Whistleblower System has been established, focusing on allowing anonymous reporting without fear of reprisal.

## **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 31<sup>st</sup> March 2025 to seek and minimise the risk of modern slavery occurring in the company's business or 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 at our Annual General meeting on 8<sup>th</sup> September 2025.



Mr Bret Davies

Managing Director - Australia, New Zealand & Pacific Islands

**Toshiba Australia Pty Limited**

8<sup>TH</sup> September 2025