

# Australian Modern Slavery Act Statement

Covers activities undertaken from April 1<sup>st</sup>, 2023 to March 31, 2024

Vanderlande Industries Australia PTY Ltd

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## 1. INTRODUCTION

This statement is produced by Vanderlande Industries B.V. for its entity Vanderlande Industries Australia PTY Ltd (“**Vanderlande**” or the “**Corporation**” or “**our**” or “**we**”) for the fiscal year starting from April 1<sup>st</sup>, 2023 and ending March 31, 2024 (the “**Reporting Period**”) This statement constitutes the second statement prepared by the Corporation pursuant to the *Australian Modern Slavery Act 2018* (the “**Act**”). This statement, prepared by Vanderlande, aligns with Section 16 (Mandatory criteria for modern slavery statements) of the Act. It outlines Vanderlande’s processes for managing actual and potential adverse impacts on modern slavery in our operations and supply chain. Vanderlande is also reporting entity under the UK Modern Slavery Act 2015, the Canadian Forced Labour Act, and the German Supply Chain Due Diligence Act (SCDDA).

## 2. REPORTING CONTEXT

The Act requires entities based, or operating, in Australia, which have an annual consolidated revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks. Our statement outlines Vanderlande’s processes for managing actual and potential adverse impacts on modern slavery in our operations and supply chain. This statement is made pursuant to the Act and is approved by the Vanderlande Board of Directors (the “**Board**”)

Vanderlande Industries B.V. and its subsidiaries are part of Vanderlande Industries Holding B.V. (“**Vanderlande Industries Holding B.V.**”), which is ultimately controlled by Toyota Industries Corporation.

### 3. STRUCTURE, ACTIVITIES & SUPPLY CHAINS

Vanderlande's warehousing solutions are the first choice for many of the largest global e-commerce players and retailers in food, fashion, and general merchandise across the globe. The company helps them to fulfil their promise of same-day delivery for billions of orders, with nine of the 15 largest global food retailers relying on its efficient and reliable solutions.

As a global partner for future-proof airport automation, Vanderlande's market-leading baggage handling systems and related passenger solutions can move over 4 billion pieces of baggage around the world per year. These are active in more than 600 airports, including 12 of the world's top 20. In addition, over 380 of Vanderlande's security lanes are installed at checkpoints worldwide.

Vanderlande is also a leading supplier of process automation solutions that address the challenges in the parcel market. More than 52 million parcels are sorted by its systems every day, which have been installed for the world's leading parcel handling companies.

Established in 1949, Vanderlande has more than 9,000 employees, all committed to moving its customers' businesses forward at diverse locations on every continent. With a turnover of 2.1 billion euros, it has established a worldwide reputation over the past seven decades as a global partner for future-proof logistic process automation.

Toyota Industries Corporation (TICO) acquired Vanderlande in 2017 to cement its global leading position within material handling. It aims to achieve this by increasing its presence in all integrated and automated projects, and capitalising on the synergies between the organisations and the added value they offer to the market. TICO therefore launched the Toyota Automated Logistics Group (TALG), which consists of Toyota L&F, Bastian Solutions, Vanderlande and Viastore. TALG is a global partner for integrated logistic process automation, with its group companies collaborating under the guiding principle: *for every challenge, a reliable solution.*

## 4. OUR COMMITMENT TO ESG

At Vanderlande Industries, we are dedicated to integrating human rights considerations into every aspect of our operations. Our commitment is reflected in our policies, governance framework, and decision-making processes. We understand that managing Environmental, Social, and Governance (ESG) risks and opportunities is not only our responsibility but also crucial for our long-term success.

To meet our sustainability objectives, we monitor and evaluate potential risks that influence our operating environment. Our strategies aim to improve performance across various sustainability dimensions. The Executive Board and Risk Committee provide key oversight, monitoring our ESG plan, practices, related policies, and disclosures. Additionally, the Supervisory Board and Audit Committee play a vital role in overseeing specific ESG-related matters and disclosures.

Each year, we publish our Sustainability Report (ESG Report), offering transparency into our corporate social responsibility performance. This report highlights our sustainability achievements and outlines our Sustainability and ESG goals for 2025. You can access the ESG Report on our website: [Vanderlande ESG Report](#).

## 5. RISK OF MODERN SLAVERY PRACTICES IN OPERATIONS & SUPPLY CHAINS

While the risk of modern slavery within Vanderlande's direct business operations is considered low, we recognize the potential for indirect exposure through our supply chain and client relationships.

As we strive to enhance operational efficiency, we remain dedicated to strengthening our processes to reduce modern slavery risks. We review and evaluate our practices in response to changing circumstances and business developments, adopting a risk-based approach. We continuously (on a yearly and on an ad hoc basis) review and update these measures.

## 6. ACTIONS TAKEN BY VANDERLANDE AND CONTROLS TO ASSESS AND ADDRESS THESE RISKS INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

We have implemented a risk management system within Vanderlande. This risk-based system is designed to identify, prevent, mitigate, and/or eliminate human rights and environmental-related risks and violations. We use a risk-based approach to identify the potential risks in our supply chain. We have implemented a risk management system designed to manage risks that may arise throughout the supply chain, including our own lines of business. We have integrated within its risk management framework the following:

- Annual and ad hoc risks assessment for our own business and our (in)direct suppliers.
- Establishment of preventative and/or remedial measures.
- Internal complaints procedure for reporting Human Rights and Environment-related risks and violations for our own business area and our supply chain.
- Internal monitoring.
- Compliance documentation.

We conduct an annual regular risk assessment, supplemented by ad hoc assessments. The results of this risk assessment enable us to identify potential Human Rights and Environmental Risks within our business operations and supply chain. The outcomes of this annual review inform our decision-making processes, guiding how we manage and collaborate with our suppliers.

### 6.1 Regular Risk Assessment

We analyse our own business and direct third parties according to geographical and industry/sector risks by making use of external- and internal data. We assess all suppliers and customers to ensure compliance with regulations and laws. To achieve this, we use FircoSoft Compliance Link, a tool provided by the LexisNexis Risk Group, a division of the RELX Group. This system provides information on sanctions and fines related to human rights, security, and environmental violations. This holistic approach enhances our cross-checks and enables us to identify sanctioned entities not explicitly listed on government registers like OFAC or the EU. The outcomes guides Vanderlande within development and continuous improvement of risk management of human rights and environment-related risks.

### 6.2 Ad Hoc Risk Assessment

A ad hoc risk assessment may stem from internal decisions for example relating to important investments, onboarding new suppliers and or customers or to the acquisition of a new sourcing country, or from external events, e.g., when a conflict breaks out or a natural disaster occurs in a country where the company operates. For indirect suppliers, a risk assessment will be undertaken if Vanderlande has actual indications that suggest a violation of a human rights-related or an environment-related obligation to be possible (substantiated knowledge). Concrete indications are not mere opinions or rumours; rather, they include a verifiable kernel of facts. This knowledge may come from, for example, a complaints channel, media reports or reports from non-governmental organizations. Effective risk management will enable us to deal more comprehensively and at an earlier stage with the assessment of human rights and environment-related risks in our operating business.

We are committed to review, update and further develop this risk assessment processes in the future to enhance the impact of our risk management framework.

## 7. POLICIES IN RELATION TO MODERN SLAVERY

The Australian entity of Vanderlande maintains strict adherence to the core policies, standards, and procedures established by its parent company; Vanderlande Industries B.V. These guidelines are instrumental in reinforcing the Vanderlande's commitment to upholding internationally recognized human rights.

### 7.1 Supplier Code of Conduct

In the year 2022, we initiated a comprehensive Supplier Code of Conduct. This code delineates the essential ethical standards and principles that are to be adhered to by all our strategic and preferred suppliers and provides clear guidelines and expectations for our suppliers across various critical areas, including human rights, labour practices, legal compliance, health and safety, environmental stewardship, anti-corruption measures, ethics, and governance. It further amplifies our commitment to the respect and preservation of human- and labour rights. This initiative is a testament to our dedication towards fostering an ethical and responsible business environment.

Our Supplier Code explicitly incorporates respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services:

*“Vanderlande is committed to ensuring that working conditions in Vanderlande supply chain are safe, that workers are treated with respect and dignity, and that manufacturing and operations processes are environmentally responsible. By signing this Code of Conduct, the supplier commits and contributes to the same values and acts accordingly”.*

### 7.2 Employee Code of Conduct

Our Policy on Good Business (Employee Code of Conduct) embodies Vanderlande's ONE company philosophy, guiding our actions and decisions. Through our ONE way of working, we empower our people to make informed choices based on our policies, procedures, and guidelines. These guidelines delineate our business practices and outline the responsibilities of both the Vanderlande and our employees towards the stakeholders.

7.3 Policy Suite

Enclosed are a few of the Vanderlande policies that pertain to human rights and modern slavery. For comprehensive details, we kindly request you to refer to each policy individually:

Policy	Overview
Speak-Up Policy	The purpose of this policy is to explain how you can raise concerns about suspected misconduct in confidence and without fear of negative consequences. It also describes what you can expect from our Vanderlande if you Speak Up.
Supplier Code of Conduct	This code delineates the essential ethical standards and principles that are to be adhered to by all our strategic and preferred suppliers and provides clear guidelines and expectations for our suppliers across various critical areas.
Gifts and Hospitality Policy	Provides anti-bribery and anti-corruption rules to prevent, detect and correct bribery and corruption.
Human Rights Policy	Vanderlande’s commitment to conduct business with respect for international human right standards, particularly in accordance with the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.
Data Privacy Code of Conduct	Sets out Vanderlande’s commitment to uphold the highest standards of integrity in dealing with and protecting personal information.
Third-Party Screening Policy	Sets out Vanderlande’s commitment to doing good business and the screening of our third parties.
Fair Competition Policy	This Fair Competition Policy is a more in-depth Policy on Fair Competition in addition to the Policy on Good Business and provides guidance how to identify and deal with potential competition risks or issues.

We are steadfast in our commitment to detect, mitigate, and prevent any violations of Human Rights within our business activities, operations, supply chain, and the communities where we have a presence. Our aim is to foster a culture of respect and dignity, ensuring a positive impact on society.



## 8. HANDLING ACTUAL AND POTENTIAL ADVERSE IMPACTS ON HUMAN RIGHTS & DECENT WORKING CONDITIONS

Our Policy on Good Business (Employee Code of Conduct) embodies Vanderlande's ONE company philosophy, guiding our actions and decisions. Through our ONE way of working, we empower our people to make informed choices based on our established policies, procedures, and guidelines. To facilitate this process, we offer multiple channels for reporting potential breaches:

- Employees can reach out to colleagues, including supervisors, human resources representatives, legal services, internal audit personnel, or next-level management. At Vanderlande, we foster an environment where open and honest communication is not merely encouraged—it is the expectation. We want every employee to feel comfortable approaching their supervisor or manager whenever they suspect violations of policies or standards.
- Our dedicated Corporate Ethics and Compliance Officer (based at the Legal and Risk Department) is accessible via email or phone, serving both employees and suppliers across all major sites.
- Additionally, our Ethics Line—a free and confidential hotline—operates 24/7, globally, allowing employees and third parties to report concerns by phone or online (called EthicsPoint). People are encouraged to submit reports related to violations outlined in our Policy on Good Business (Employee Code of Conduct).

## 9. METRICS

For the last reporting period, zero reports were made via the Speak Up process related to modern slavery. Any future actual and potential adverse impacts on modern slavery will be investigated and managed in accordance with the relevant policies, described above. Vanderlande seeks to continuously reinforce and enhance its practices regarding internationally recognized human rights and decent working conditions.

## 10. EVALUATING THE EFFECTIVENESS OF THE IMPLEMENTED MEASURES

According to Section 16 (1), (e) of the Act; describe how the reporting entity assesses the effectiveness of such actions: Vanderlande has implemented several measures to mitigate the risk of human rights and decent working conditions in our operations and supply chains. Although we have not yet evaluated the effectiveness of these measures, we plan to assess their impact on preventing and reducing such risks at a later point.

## 11. TRAINING

In the year 2023, we have conducted a comprehensive training program on “Anti-Bribery & Corruption” that has been sent to all our employees across the globe. In our commitment to fostering a culture of integrity, we have facilitated comprehensive training program focusing on good conduct. This initiative is designed to equip our team with the knowledge and understanding of the principles of good conduct, thereby promoting a positive work environment.

In addition, we have extended our educational efforts to the new members of the Vanderlande team. Recognizing the importance of good business practices, we have conducted specialized training sessions in this area, named the “Good Business Training”. These sessions are aimed at providing our new colleagues with the necessary insights into the standards of good business practices that Vanderlande upholds. All new employees must follow mandatory Good Business training on our Code of Conduct as part of our onboarding program.

Vanderlande also has a comprehensive training programs on topics such as Anti-Bribery & Corruption, Conflict of Interest and Modern Slavery that is mandatory to complete by all employees across the globe. The topics of these training differ year by year. In our commitment to fostering a culture of integrity, we also facilitate live training programs focusing on good conduct. This initiative is designed to equip our teams with the knowledge and understanding of the principles of good conduct, thereby promoting a positive work environment.

Our goal with these training programs is to ensure that all team members, both existing and new, are aligned with our core values and principles, thereby contributing to the overall success and reputation of our organization.

## 12. APPROVAL & ADOPTION

This Statement has been approved and adopted by the management board on:

Jordan Thrupp  
Managing Director



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Signature

Mark Brussel.

Managing director VI BV



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Mark Brussel, (Feb 28, 2025 08:26 GMT+1)

Signature

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# Australian Modern Slavery Act 2024

Final Audit Report

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