



# MODERN SLAVERY STATEMENT

## RHEINMETALL DEFENCE AUSTRALIA

Year 2024

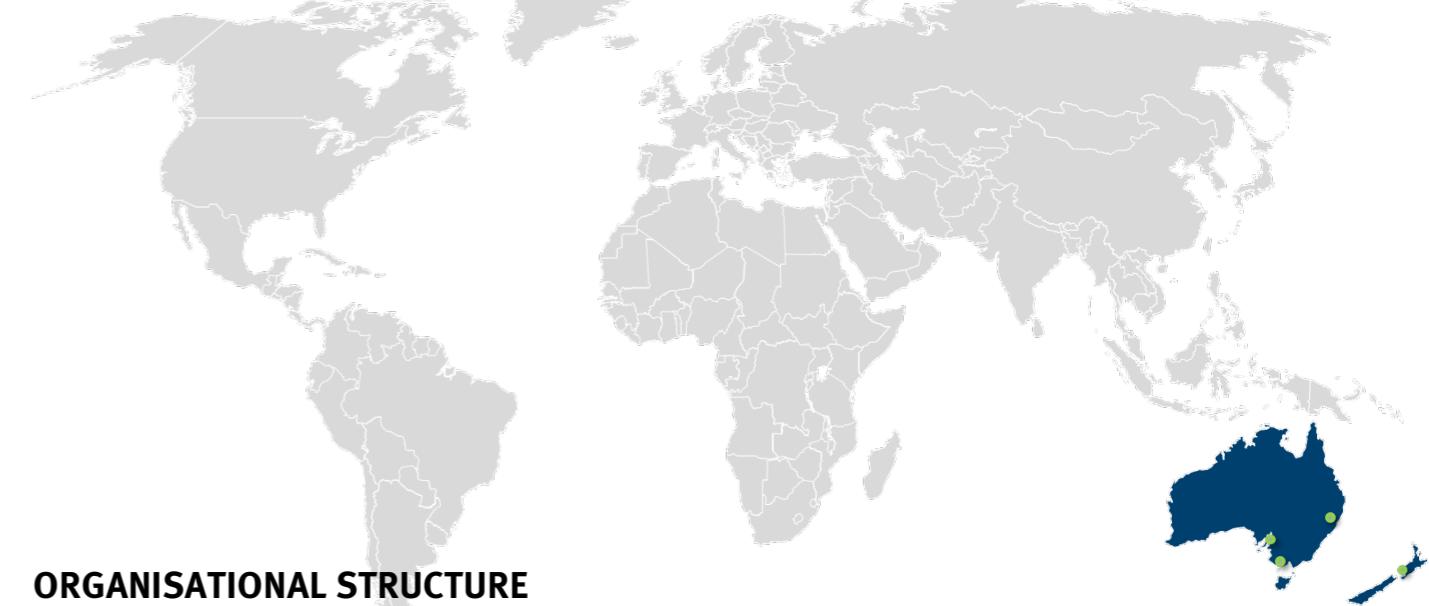
This Modern Slavery Statement is a joint statement of Rheinmetall Defence Australia Pty Ltd as the main operating entity in Australia and other Australian domiciled trading and wholly-owned Rheinmetall entities (as listed below and combined as “Rheinmetall Defence Australia; we”) for the financial year ending 31 December 2024:

- **Rheinmetall Defence Australia Pty Ltd, (ACN 137 668 092);**
- **Rheinmetall MAN Military Vehicles Australia Pty Ltd, (ACN 114 035 595);**
- **Logistic Solutions Australasia Pty Ltd, (ACN 082 483 154).**

This is Rheinmetall Defence Australia’s fifth annual Modern Slavery Statement that describes what the Rheinmetall entities in Australia together with overseas-located corporate roles (e.g. Compliance, Corporate Social Responsibility and Group Purchasing Department) within the Rheinmetall Group have actioned in 2024 and earlier to prevent Modern Slavery and human trafficking activities in its supply chain or in any other parts of the business.

We are acting in consultation with related entities, which we own or control in Australia. Rheinmetall Defence Australia conducted a collaborative consultation process with all local entities to ensure alignment on modern slavery risks, mitigation measures, and reporting responsibilities across the entire corporate structure in Australia.

Rheinmetall Defence Australia is headquartered at the Military Vehicle Centre of Excellence (MILVEHCOE) production facility in Redbank, Queensland and has offices in Adelaide, Melbourne and Wellington, New Zealand.



## ORGANISATIONAL STRUCTURE

Rheinmetall Defence Australia is a manufacturer and service provider in the defence sector that is wholly-owned by Rheinmetall Group “Group”. The Rheinmetall Group of companies consists of a group of international companies with leading technologies in the mobility and security industry segments. The Group comprises Rheinmetall Aktiengesellschaft (“Rheinmetall AG”), a publicly listed corporation in Germany (RHM, DAX, ISIN: DE0007030009) and its subsidiaries. Rheinmetall AG is the parent company of the Rheinmetall Group and has its registered office in Duesseldorf, Germany.

The Group at a glance has:

**29, 322**  
Employees world wide

**A\$ 16.3bn**  
(EUR 9.75bn) Approximate global annual consolidated sales

**175**  
subsidiaries in Europe, America, Asia, Africa and Australia

**860**  
Australian workforce employees at the end of December 2024

Rheinmetall Defence Australia is organised into three main business divisions:

- **Vehicles Systems:** production and development of military vehicles and turrets;
- **Electronic Solutions:** production and engineering of simulation, training systems and fire control solutions; and
- **Weapon and Ammunition:** production and engineering of armour systems and weapon assembly.

Global CEO Armin Papperger visits the Military Vehicle Centre of Excellence 2024



Rheinmetall Military Vehicle Centre of Excellence Production Warehouse Building (PWB) 2024.



## SUPPLY CHAIN

Supply chains in the defence industry are characterised by complex relationships and limited supply markets constrained by proprietary products or technology and specialised certifications. The high proportion of specific materials and processes combined with a broad product range leads to a significant proportion of single and sole-sourcing as only few companies have the capability to manufacture the products or command the processes. Military authorities as end users of our products qualify defence products based on performance, the manufacturing process, manufacturing location and suppliers. Specific legislation, such as the War Weapons Control Act, the Foreign Trade and Payments Act and the International Traffic in Arms Regulations (ITAR), to cite just a few, must be taken into consideration when procuring defence technology. The supply chain ranges from Tier 1 (direct contractors providing critical subsystems) to Tier N (Removed from manufacturer, supplying mainly raw materials).

The Rheinmetall Group Purchasing department is responsible for cooperation with suppliers. The aim of Group Purchasing is to establish and maintain long-term supplier relationships. The purchasing organization is controlled by the Group Chief Purchasing Officer (CPO). It is managed via a matrix structure, with entity based procurement departments reporting to the CPO, supported by centralized procurement teams, responsible for Environment, Social and Governance (ESG) or Commodity Management. Further support is provided by Rheinmetall Group Purchasing Council (RGP Council). Rheinmetall does not tolerate human rights violations and strives to counteract any potentially negative impacts on value chain workers within its own sphere of influence. Guidelines such as the supplier Code of Conduct (SCoC) and specifications such as the instruction on supplier screening in accordance with the German Supply Chain Due Diligence Act (LkSG) state that Rheinmetall expects suppliers to have the same understanding with regard to respecting human rights, for example by agreeing on disclosure clauses. The aforementioned guideline or requirement relates to workers in the upstream value chain (Tier 1) with whom contractual relationships exist. Human rights violations can affect workers in the far upstream value chain who are involved in the extraction or processing of raw materials in the relevant regions. Rheinmetall's Responsible Minerals Sourcing Policy from Y2022 ensures that no raw materials are sourced from conflict regions.

In addition to the SCoC, which must be signed by the Tier 1 supplier at the beginning of each business relationship, Group Purchasing department has implemented a comprehensive supplier risk process. The ESG Supply Chain team at Group headquarters carries out regular risk analyses together with the divisions. The corresponding regular reporting takes place on a quarterly basis and is presented to the Chief Purchasing Officer and the divisional purchasing managers as part of the operational Rheinmetall Group Purchasing Council. The RPG Council also decides on topics such as possible adjustments to supplier risk analysis. The risk analysis is supported by the software provider EcoVadis and is carried out on an ongoing basis. In addition, the Risk Management Council (a cross-divisional council of the Rheinmetall Group) is working on new criteria and processes to improve due diligence checks.

The SCoC and the instructions for supplier audits in accordance with the German Supply Chain Duties Act are updated regularly by Group Purchasing. Both documents have an effect on Tier 1 to Tier N suppliers and their employees. At the same time, they are a central working tool for those at Rheinmetall who make purchasing decisions. Signing the SCoC is mandatory for direct suppliers as part of the onboarding process. Only in exceptional cases and in consultation with the legal department or compliance can minor adjustments to the SCoC or equivalent agreements be accepted as an alternative. New supplier systems are checked and approved at divisional level.

The RGP Council is responsible for its implementation. The SCoC refers to the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions, the United Nations Sustainable Development Goals, the 10 principles of the UN Global

Compact and the Diversity Charter, which stand for the prevention of human rights violations such as human trafficking and child and forced labour.

We have and continue to expand and qualify a broad network in Australia to support delivery of Australian Industrial Capability commitments and introduction of Australian suppliers to the Rheinmetall Global Supply Chain. Rheinmetall Group products are dependent on high quality raw materials, components and a well-qualified supply base. The Group seeks a high degree of quality assurance through internationally recognised standards, such as ISO 9001, from its suppliers. Environmental, Social Responsibility and Governance criteria also form part of the evaluation and selection process when considering new supplier relationships as well as ongoing surveillance.

1. Rheinmetall Defence Australia Managing Director with RGM and Supacat representatives at Land Forces in Melbourne 2024.

2. American Rheinmetall Vehicles and Rheinmetall Defence Australia Supply Chain representatives at Land Forces in Melbourne 2024



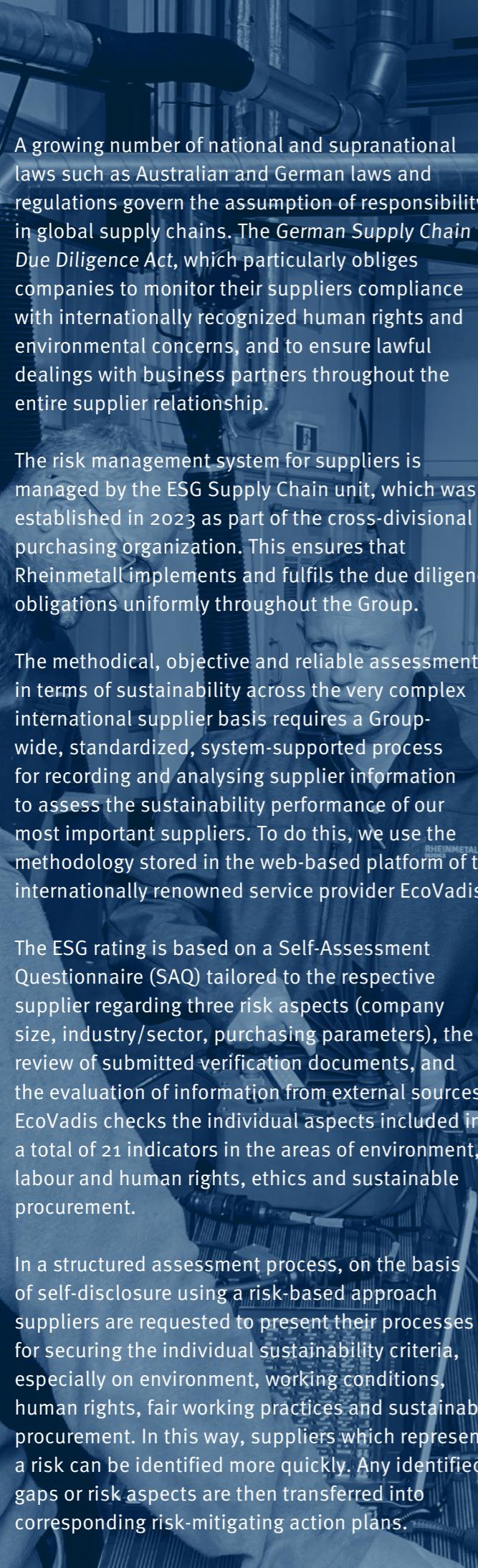
A growing number of national and supranational laws such as Australian and German laws and regulations govern the assumption of responsibility in global supply chains. The German Supply Chain Due Diligence Act, which particularly obliges companies to monitor their suppliers compliance with internationally recognized human rights and environmental concerns, and to ensure lawful dealings with business partners throughout the entire supplier relationship.

The risk management system for suppliers is managed by the ESG Supply Chain unit, which was established in 2023 as part of the cross-divisional purchasing organization. This ensures that Rheinmetall implements and fulfils the due diligence obligations uniformly throughout the Group.

The methodical, objective and reliable assessment in terms of sustainability across the very complex international supplier basis requires a Group-wide, standardized, system-supported process for recording and analysing supplier information to assess the sustainability performance of our most important suppliers. To do this, we use the methodology stored in the web-based platform of the internationally renowned service provider EcoVadis.

The ESG rating is based on a Self-Assessment Questionnaire (SAQ) tailored to the respective supplier regarding three risk aspects (company size, industry/sector, purchasing parameters), the review of submitted verification documents, and the evaluation of information from external sources. EcoVadis checks the individual aspects included in a total of 21 indicators in the areas of environment, labour and human rights, ethics and sustainable procurement.

In a structured assessment process, on the basis of self-disclosure using a risk-based approach suppliers are requested to present their processes for securing the individual sustainability criteria, especially on environment, working conditions, human rights, fair working practices and sustainable procurement. In this way, suppliers which represent a risk can be identified more quickly. Any identified gaps or risk aspects are then transferred into corresponding risk-mitigating action plans.



The aim of all measures is to initiate actual changes for the better in our suppliers' environmental, social, labour and governance standards.

As part of the evidence-based ESG assessment, around 1.5% of the suppliers were classified as high or very high risk in the first stage of assessment. In the second phase, these identified suppliers were either requested to submit their EcoVadis scorecard or to submit an SAQ. The evaluation of the scorecards shows that, according to the EcoVadis methodology, around 60% of these suppliers have a sustainability performance rated "Good" (score 45-64) by EcoVadis. Only 1% of suppliers were classified as "critical" and were analyzed individually. In line with the risk-based approach, those critical suppliers who rejected an EcoVadis assessment or whose assessment has expired are urged to renew the assessment or participate in the rating. If necessary, an individual ESG supplier audit is carried out.

The central Compliance Due Diligence team also conducts business partner reviews for new and existing suppliers using defined criteria and value thresholds, which include ESG aspects such as human rights and environmental factors. In the event of anomalies, the central area Corporate Social Responsibility is informed and involved in the investigation process.

Rheinmetall Defence Australia recognises the complexity of Human Rights and Modern Slavery Risk and the potential ramifications on its business operations and supply chains. We evaluated that areas of increased risk of Modern Slavery are sourcing non-production material which have been manufactured overseas in non-OECD countries using low skill labour, and services provided by suppliers that may utilise low skill labour. As a consequence of this assessment, we improved our supplier selection process by adding Modern Slavery awareness activities, including additional due diligence checks. Rheinmetall Defence Australia will continue with risk assessments and monitoring activities to mitigate and manage Modern Slavery Risk, and protect Human Rights. Risk assessments are frequently renewed based on the individual risk rating of the supplier.

**"We are committed to ensuring that there are no Modern Slavery activities in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery is not taking place anywhere in our supply chains."**

## HUMAN RIGHTS AND MODERN SLAVERY



partners to improve performance, sustainability and compliance aspects in the procurement process and to achieve corporate development goals at the economic, social, ecological and regulatory levels.

## TRAINING

During 2024, Rheinmetall Defence Australia continued to raise awareness through general training on Human Rights and Modern Slavery across our workforce. All new staff in Australia must complete the Code of Conduct eLearning module and the General Compliance Awareness training program. These programs facilitate knowledge about Human Rights and anti-discrimination including elements referring to the 'Modern Slavery Act 2018'.

To ensure a high level of understanding of the risks of Modern Slavery in our supply chains, we provide dedicated training to all procurement staff, who are responsible for sourcing and supplier management. In 2021, we reinforced ethical values across all procurement and supply practices by rolling out Ethical Procurement and Supply training with the Chartered Institute of Procurement and Supply (CIPS). With successful completion of this program, our procurement employees demonstrate their on-going commitment to ethical procurement and sustainable supply chains. We are convinced that the training provided to our procurement workforce has significantly increased their awareness of Modern Slavery risks. In addition to the training, we have signed a Statement of Commitment to Corporate Ethical Procurement and Supply with CIPS.



1. Testing activities at Anglesea Automotive Research Centre (AARC) Victoria.
2. Interns in the Weapon Test Firing Tunnel.

## WHISTLEBLOWER SYSTEM

Rheinmetall Group provides a whistleblowing tool for employees and suppliers to raise any concerns with regard to matters covered by the Group's Code of Conduct. A confidential Whistleblower Hotline Service, whistleblowing policies and other implemented safeguards are protecting the identity and integrity of any whistleblower.

Any potential breach of this policy/related policies will be managed in accordance with our standard processes. Any person involved in investigations into possible breaches of compliance are managed with procedural fairness. Where we identify failures by our employees to adhere to our code of conduct and policy, we take appropriate steps to address those failings. This may involve disciplinary action, up to and including termination of employment.

Any information that is received is systematically analysed. An incident management guideline on how to deal with suspected cases aims to ensure that the handling of information is also independent, transparent and fair as well as being subject to high standards.



Command and Control and Joint Fire Surveillance team in the EMC Chamber during testing.

## HEALTH, SAFETY AND ENVIRONMENT

Rheinmetall Defence Australia is committed to providing a physical and psychologically safe workplace for all employees, contractors, visitors and the wider community. We will achieve this by minimising our impact on the environments in which we work, and taking an integrated approach to managing health, wellbeing, safety and environmental ("HSE") risks. By doing this we believe our management of health and safety contributes to the health and safety of those we interact with, including our customers and partners. We recognise that workers' performance may be negatively affected where they are aggrieved or feel that they have not been treated fairly in the workplace. Rheinmetall Defence Australia is therefore committed to providing a workplace which is free from victimisation and values fairness, safety, and equality by providing all employees with access to a grievance and appeal procedure where they have a legitimate personal grievance related to the workplace. Rheinmetall Defence Australia encourage employees to raise grievances where they arise in line with policies and procedures. We will aim to deal with any complaints received in a prompt, sensitive, impartial, confidential and supportive way to seek a resolution and to prevent future conflict.

## INDEPENDENT THIRD PARTY REVIEWS

Rheinmetall Group supports transparent reporting based on globally recognized standards such as the Global Reporting Initiative and – where possible – through continuous improvement of customer and Environment, Social and Governance ratings from internationally renowned agencies such as MSCI, ISS ESG, Sustainalytics and Gaia.

The Human Rights and Supply Chain subcategory metric of the Global Reporting Initiative measures a company's commitment to respecting fundamental human rights conventions, and its ability to maintain its license to operate by supporting freedom of association and excluding child, forced or compulsory labour. This subcategory covers a company's transparency in overseas sourcing disclosure and monitoring and a company's relationship with and respect for the human rights of Indigenous peoples near its proposed or current operations.

Rheinmetall Group achieved high scores and an above industry average in its CSR / ESG Results:

MSCI ESG:	ISS ESG:
AA (Scale: CCC-AAA); only 1 out of 34 companies score higher	C (Scale: D - A+); only 2 out of 72 companies score higher
S&P Global:	Refinitiv ESG Company Score:
34 (Scale 0–100); industry average 29;	81   5th place out of 119 rated companies
ESG Book:	Sustainalytics ESG Risk Rating:
56.45	26.8   Industry rank 15/104

## FUTURE COMMITMENTS

The mining of raw materials such as bauxite, nitrocellulose (linters), tin, tungsten, copper, cobalt, gold, aluminum and the processing of raw materials such as plastics and semiconductors (mica) in various regions around the world such as Guinea, Brazil, the People's Republic of China, Indonesia, Myanmar, Peru, the Democratic Republic of Congo and Vietnam poses a potential risk of human rights violations. Cases of child and forced labour, lack of health and safety protection, violence and harassment have become known through media reports and pose potential negative impacts through the use or extraction of materials.

The generic analysis of the deeper value chain (Tier N suppliers and their employees) confirmed these potential risks, although no specific group of affected parties was identified. Rheinmetall plans to gain more comprehensive insights into the upstream value chain at the Tier N supplier level from 2025 onwards.



Prime Minister Anthony Albanese visits MILVEHCOE.

## **DECLARATION**

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018 and constitutes the Modern Slavery Statement of Rheinmetall Defence Australia for the year ended 31 December 2024.

This statement was approved by the boards of each of the three reporting entities covered by this statement.

The board of Rheinmetall Defence Australia approved this statement on 24 June 2025, the board of Rheinmetall MAN Military Vehicles Australia on 24 June 2025 and the board of Logistic Solutions Australasia approved this statement on 18 June 2025.



A handwritten signature in black ink, appearing to read "Nathan Poyner".

**Nathan Poyner**  
Chief Executive Officer Vehicle Systems International Asia Pacific  
Managing Director Rheinmetall Defence Australia Pty Ltd

Date: 25 June 2025