

Modern Slavery Statement MaxiPARTS Limited

1. Introduction

This statement, pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**), sets out the actions taken by the MaxiPARTS Group to address Modern Slavery risks in our business and supply chain for the financial year ending 30 June 2024 (**Reporting Period**). This is MaxiPARTS fifth statement under the Act.

We are committed to continuous improvement in our processes to effectively identify and prevent the risk, and remediate any circumstance, of Modern Slavery in our business or supply chain, and this commitment is underpinned on of its Company Values r operating with Integrity and Respect:

2. The Reporting Entity

This statement applies to MaxiPARTS Limited ACN 006 797 173 (**MaxiPARTS**) and each wholly owned entity of MaxiPARTS and entities over which MaxiPARTS has control including:

Trading

- MaxiPARTS Operations Pty Ltd ACN 110 786 215 (formerly called MaxiPARTS Pty Ltd);
- Forch Australia Pty Ltd (80% owned since 1 June 2023) ACN 151 607 555;
- Independant Parts (owned since 30 November 2023) ACN 649 685 432
- Colrain (Albury) Pty Ltd ACN 111 881 951;
- Colrain (Qld) P/L
- MaxiPARTS (Qld) Pty Ltd ACN 082 691 423

Non-Trading

- MaxiPARTS Australia Pty Ltd (formerly called MaxiTRANS Australia Pty Ltd) ACN 081 151 699;
 - MaxiPARTS Services Pty Ltd ACN 004 964 452;
 - ACN 159 813 733 Pty Ltd (formerly called Transport Connection Pty Ltd)
- MaxiPARTS Industries (NZ) Pty Ltd ACN 070 204 536;
- Transtech Research Pty Ltd ACN 082 200 986;
- ACN 073 708 263 Pty Ltd (formerly called Lusty EMS Pty Ltd);
- Nineteen Group Pty Ltd ACN 649 684 659

3. MaxiPARTS' structure, operations and supply chain

MaxiPARTS is a public company listed on the Australian Stock Exchange (ASX:MXI). MaxiPARTS is one of Australia's largest suppliers of truck and trailer parts to the road transport industry in Australia through its wholesale and retail network.

In November 2023, MaxiPARTS Limited acquired Nineteen Group Pty Ltd and Independant Parts Pty Ltd, which is a commercial truck and trailers parts distribution business with operations in Western Australia.

In November 2023, Forch Australia Pty Ltd acquired Forch Brisbane, which is a supplier of workshop consumables and equipment.

The business has not traded in the reporting period from any of the entities that were part of the Trailer Solutions business that was sold to an unrelated third party in September 2021.

Following the Independent Parts and Forch Brisbane acquisition, our operations consist of:

MaxiPARTS

- 29 stores in various locations in Australia.
- 1 parts rebuilding workshop
- Numerous operations embedded on customer sites to support their operations

Forch Australia

- 2 Warehouses at Perth, and Brisbane

Following the Independent Parts and Forch Brisbane acquisition, MaxiPARTS had approximately 430 FTE employees in Australia. Our employees are engaged either by direct contract or under an enterprise agreement that applies to workers in our Truganina warehouse, which covers approximately 3% of our employees.

Following the Independent Parts and Forch Brisbane acquisition, our supply chain consists of 1309 suppliers located in the following areas:

a.	Australia	1245
b.	Asia	45
c.	Europe	10
d.	The Americas	9
e.	Africa	0

4. The risks of Modern Slavery practices in the operations and supply chains of MaxiPARTS and the entities it owns and controls

MaxiPARTS considers that the risk of directly or indirectly contributing to the following practices:

- Slavery;
- Servitude;
- Unlawful child labour;
- Forced labour;
- Human trafficking;
- Debt bondage;
- Unlawful pay rates and / or employment conditions
- Slavery like practices; or
- Deceptive recruiting for labour or services;

(individually or collectively **Modern Slavery**), in its own operations, or the operations of the entities it owns or controls, is low because:

- i. MaxiPARTS' workers are all located in Australia and are engaged in direct employment relationships, subject to relevant awards or industrial instruments, and at all times, subject to National Employment Standards under the *Fair Work Act 2009* (Cth);
 - ii. our employees have free choice of employment; the use of forced, bonded or involuntary labour does not occur;
 - iii. MaxiPARTS complies with the national minimum age of employment;
 - iv. our employees are not permitted or encouraged to incur debt through recruitment fees, fines or other debts to their employing entity;
 - v. employees are not required lodge deposits or identity papers with MaxiPARTS and are free to seek other employment at any time;
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- vi. employees are free to leave their place of employment after their shift;
- vii. wages or benefits for a standard working week meet or exceed all legal requirements;
- viii. deductions from wages as a disciplinary measure do not occur, and any deductions which are not permitted by law do not occur unless the employee has consented;
- ix. employees have the right to join or form trade unions or to collectively bargain;
- x. MaxiPARTS adopts an open attitude towards the activities of trade unions, workers representatives and their organisational activities and does not prevent or interfere with legitimate trade union activity; and
- xi. our operations are located in jurisdictions (Australia) where adherence to law is the norm and transparent and strong labour systems exist, subject to sound regulatory oversight.

Forced marriage is not considered to be a risk for MaxiPARTS' internal operations.

MaxiPARTS acknowledges that it could be directly linked to Modern Slavery at various tiers of its supply chain through products, services or operations, and that it could contribute to Modern Slavery if we engaged in irresponsible practices, including by putting unreasonable time or cost pressures on suppliers.

5. The actions and due diligence processes implemented by MaxiPARTS and the entities it owns or controls, to assess and address risks of Modern Slavery practices

In this Reporting Period, MaxiPARTS focussed on the following measures:

- **Training:** Undertook training for existing and new staff members who's roles changed during the Reporting Period that have significant engagement or responsibility with our suppliers, particularly those outside of Australia.
- **Supplier education:** Modern Slavery policy education and acknowledgement was conducted to a range of suppliers. These suppliers both existing and new were selected based on criteria that we believe present a higher risk, being geographic basis (Asia based region) and industry sector (Cleaning contractors)

Looking forward:

In the FY25 reporting period, it is anticipated that focus areas may involve some or all of the following:

- **Ongoing Staff Training** – We will continue to train new and existing staff in Modern Slavery obligations, including new staff who joined the MaxiPARTS business.
- **Supplier Education** – delivery of training and education on Modern Slavery risks to an expanded group of suppliers;

6. How MaxiPARTS assesses the effectiveness of its actions and due diligence processes

MaxiPARTS has determined to measure the effectiveness of its actions and due diligence against the following indicators:

- **Employee Training:** Training was completed by 100% of nominated MaxiPARTS' employees; and
 - **Supplier engagement:** The number of suppliers engaged regarding Modern Slavery policy education and the of suppliers confirming acknowledgement of compliance to this policy.
 - **Reports:** Any circumstance of Modern Slavery is identified by MaxiPARTS or reported to us, and it is appropriately remediated.
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Based on the following results, we determine our actions in the Reporting Period to be effective:

- **Training:** We achieved completion of Modern Slavery awareness training by 100% of nominated employees. We are confident that this training has raised consciousness of our senior staff of Modern Slavery as a risk;
- **Education and 'value alignment' supplier campaign:** Modern Slavery policy education was sent to 55 overseas based suppliers and 5 new Australian based cleaning companies. This was completed by 92 % of suppliers to whom it was offered and
- **Reports:** No circumstance of Modern Slavery has been identified by or reported to MaxiPARTS in this Reporting Period.

7. The process of consultation with (I) entities which MaxiPARTS owns or controls; and (II) in the case of a reporting entity covered by a statement under section 14 — the entity giving the statement

MaxiPARTS' Board, Managing Director and Company Secretary receive regular updates on the activities of the Anti-Slavery Working Group.

Senior management of the MaxiPARTS Group are aware of the contents of this statement.

The directors of each reporting entity have approved, by resolution, the issuing of this statement.

THIS STATEMENT WAS APPROVED BY THE MAXIPARTS BOARD.



Ms Mary Verschuer
Chair