

# **Autosports Group Limited**

## **MODERN SLAVERY STATEMENT**

2024

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## 1. Introduction

Autosports Group Limited and its subsidiaries (Autosports Group) opposes slavery in all its forms. This statement applies to all entities owned or controlled by Autosports Group Limited and describes the approach and actions taken by Autosports Group during the financial year ending 30 June 2024 to assess and address modern slavery risks in its operations and supply chains. A full list of wholly-owned and controlled entities is found in our [Annual Report](#).

## 2. Our Structure, Operations and Supply Chains

Autosports Group is an Australian business specialising in selling new and used motor vehicles, distribution of finance and insurance products on behalf of retail financiers and automotive insurers, sale of aftermarket products and spare parts, motor vehicle servicing and collision repair services.

Autosports Group Limited was established in 2006 and listed on the Australian Securities Exchange in 2016. Autosports Group has a market capitalisation of over \$400 million. Autosports Group employs over 1700 people across 69 businesses in Australia and New Zealand.

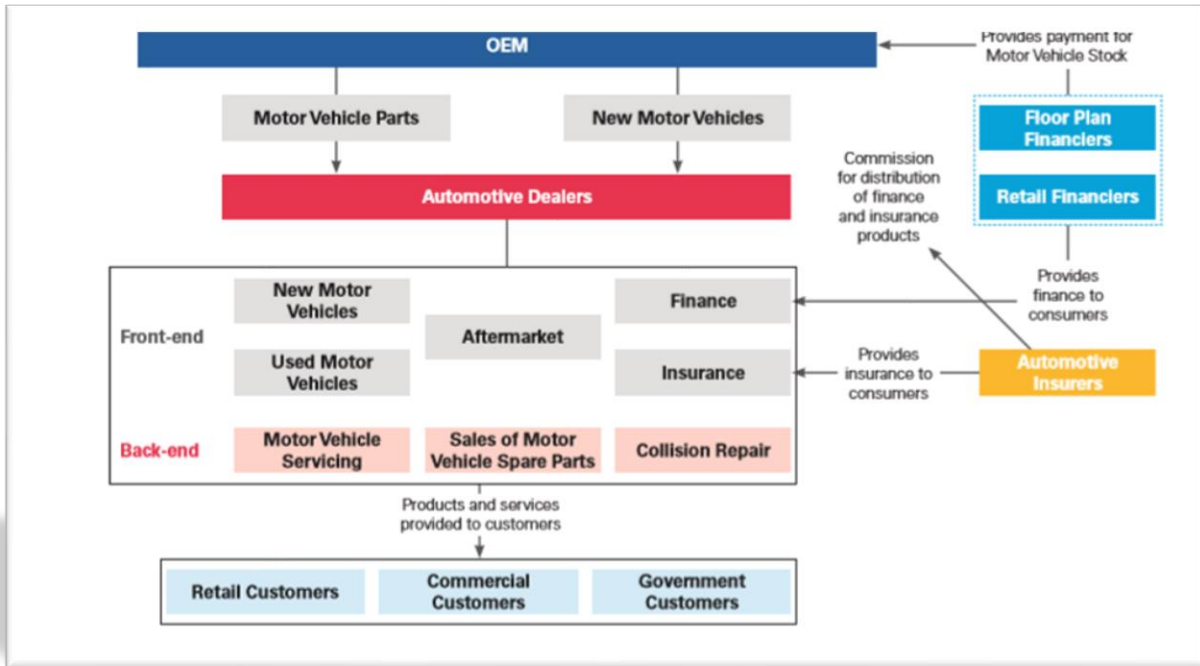
Our operations comprise of:

- 54 dealerships selling new and used prestige and luxury motor vehicles;
- 3 used motor vehicle outlets, primarily on the sale of used prestige and luxury motor vehicles;
- 4 motorcycle dealerships selling new and used motorcycles; and
- 8 specialist prestige motor vehicle collision repair facilities.

Management of modern slavery risks includes the design and implementation of relevant policies and procedures as well as screening and risk-based assessment of modern slavery risks for Autosports Group are co-ordinated and undertaken by the Autosports Group Head Office at, 555 Parramatta Road, Leichhardt in New South Wales.

Our supply chains include the following goods and services: vehicles and parts, consumables such as oil, fuel, paint and lubricants, logistics and transport services, car washing and detailing services, sublet, recruitment services, marketing and printing services, cleaning, storage and waste disposal services, professional services, finance products, insurance, property rental and vehicle storage, information technology, telecommunication products and services, coffee, food and beverage, gift hampers and office supplies.

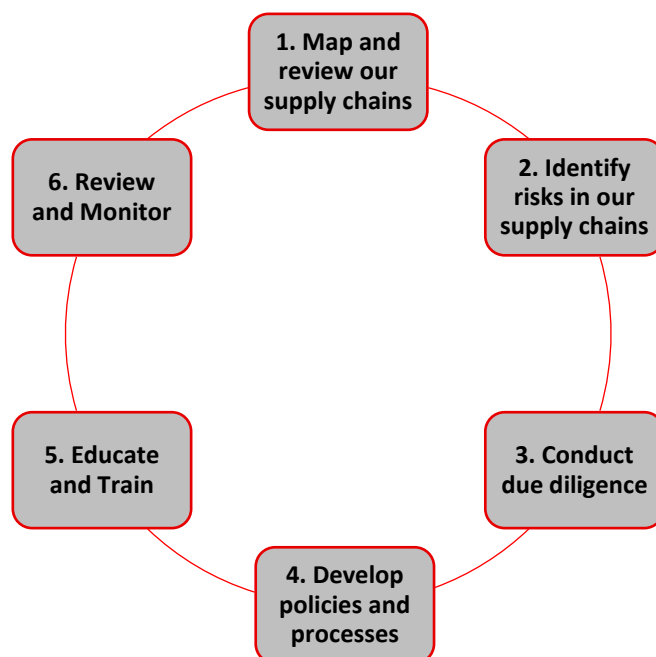
### Overview of the Australian Automotive Dealership Industry



### 3. Our approach to modern slavery



The key steps of our Modern Slavery Plan which is reviewed and approved by the Board annually are set out below.



#### 4. Potential Risks of Modern Slavery in Autosports Group’s operations and supply chains

Autosports Group takes a risk-based approach to identifying and addressing the extent to which it may cause, contribute to, or be directly linked to modern slavery through its operations and supply chains.

##### Potential risks of modern slavery in our operations

Autosports Group has management control and oversight of its operations and the operations of its subsidiaries, and has in place group-wide policies, compliance controls and a risk management system governing these operations.

A potential modern slavery risk within our operations is the engagement of consultants and contractors through third parties, as hiring practices of third parties may not be fully visible to Autosports Group.

Country	% of total Autosports Group workforce
Australia	93%
New Zealand	7%

Worker Type	% of total Autosports Group workforce
Permanent	93%
Fixed term	1.6%
Casuals/hourly	3.6%
Consultants	0.1%
Contractors	1.7%

The majority of our workers are employed directly by Autosports Group, which lowers the risk of modern slavery within our operations.

## **Potential risks of modern slavery in our supply chains**

Our risk profile indicates that risks of modern slavery are less likely to arise in the engagement of our direct suppliers and more likely to occur further down the supply chain at Autosports Group. Most of our suppliers have conducted their own due diligence and established internal processes to manage and monitor modern slavery risks within their operations and supply chain.

## **5. Actions taken to assess and address modern slavery risk**

### **Due Diligence and Remediation**

If Autosports Group is dissatisfied with a supplier's response to due diligence enquiries regarding their awareness or the implemented procedures related to modern slavery risk, Management provides information in relation to modern slavery and may collaborate with the supplier to improve awareness. In certain cases, Autosports Group may opt to discontinue procuring the services from that supplier.

Autosports Group provides employees, suppliers and their families with a confidential, independent whistleblowing service accessible 24/7, 365 days which can be used to report suspected cases of modern slavery.

Our remediation guidelines set out how Autosports Group will respond to a suspected case of modern slavery. The guidelines acknowledge that there is no one size fits all approach to remediation as each matter is unique and should be handled in a way that is proportionate to the harm and puts the victim first. Autosports Group has a Modern Slavery Team responsible for handling complaints or suspected instances of modern slavery.

If instances of modern slavery are identified within Autosports Group's supply chain or operations, the Modern Slavery Team is required to investigate the incident and provide regular reports the Audit and Risk Committee and Board.

### **Our policies and procedures**

Autosports Group's Supplier Code of Conduct is available on its website and sets the minimum standards expected of Autosports Group suppliers. Our legal team maintains a suite of contract clauses which can be used when contracting with new suppliers. Our supplier on-boarding questionnaire helps us to assess the risks or issues associated with the supplier prior to contracting with them. The on-boarding questionnaire addresses matters relating to modern slavery, privacy, cybersecurity and environmental matters. Suppliers are asked to comply with the Group's Supplier Code of Conduct. The questionnaire also provides an information sheet on what modern slavery is.

Our employee on-boarding procedures flag potential modern slavery risks through an on-boarding questionnaire. Autosports Group maintains several policies that support the Group's efforts in addressing modern slavery risks. Our Whistleblower Policy, Grievance Policy, Code of Conduct and Communications Policy all address modern slavery risks. These policies are reviewed and approved by the Board periodically.

## **6. Education, consultation, and review**

In the previous year, we released modern slavery training to existing employees and inducted new employees from recent business acquisitions, that explained the different forms of modern slavery and relevant examples of how they could occur in the workplace and supply chains. The training helped employees to identify different forms of modern slavery and highlighted the Group's external whistleblowing platform as a mechanism to anonymously report potential instances of modern slavery. In FY24, we continued to build on education and awareness of modern slavery through proactive company-wide communication with our employees.

A consultation process with our wholly-owned subsidiary businesses was undertaken to prepare this statement. Autosports Group businesses have adopted a risk-based approach to modern slavery due diligence and have primarily focused its modern slavery compliance obligations in regard to its direct employees and tier-one supply chains.

Autosports Group assesses the effectiveness of its actions by reference to the quality of supplier's responses to the due diligence questionnaires, whether potential instances of modern slavery are reported, the outcome of remediation strategies where required, and a review of the Group's practices compared to Government guidelines.

In FY25, the Board will adopt a Modern Slavery Plan for FY25 which will continue to build on the work done in FY24.

## **7. Approval**

This Modern Slavery Statement was approved by the Autosports Group Limited Board on 20 August 2024 and is signed by the Chairman and the Chief Executive Officer.



**James Evans**  
Chairman



**Nicholas Pagent**  
Chief Executive Officer