

The logo for SCI-FLEET GROUP is centered at the top of the page. It features the words "SCI-FLEET" in a large, bold, italicized, white sans-serif font, with "GROUP" in a smaller, white, spaced-out sans-serif font directly below it. The background of the top half of the page is a vibrant blue with several overlapping, semi-transparent, curved shapes in lighter shades of blue, creating a dynamic, layered effect.

SCI-FLEET
GROUP

Modern Slavery Statement
2020/2021

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Reporting Entity

Scifleet Group of Companies Pty Ltd ACN 010 079 044, Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust) and each of their controlled entities (**we, us, Sci-Fleet Group**) are committed to conducting business with honesty and integrity.

This Modern Slavery Statement is published in accordance with section 14 of the *Modern Slavery Act 2018* (Cth) and pertains to the financial year ending 30 June 2021. In preparing this Statement, the Sci-Fleet Group has taken the opportunity to gain a deeper understanding of the assessment process of the risks of modern slavery within its supply chains. The intention is to develop and refine policies to fulfill the Sci-Fleet Group's responsibility for continual improvement on minimising the risks of modern slavery in its supply chains. This Statement outlines the steps that Sci-Fleet Group is taking to address modern slavery risks in its business.

Our Structure

The Sci-Fleet Group is one of Australia's largest and most successful motor dealership groups. Founded in 1978, the Sci-Fleet Group has grown from two Brisbane dealerships to a large network of dealership and service locations spanning the east coast of Australia and Western Australia.

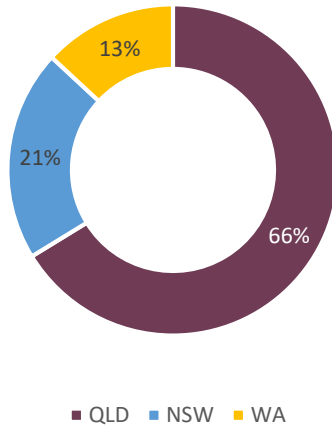
Companies covered in this statement:

- Aceway Nominees Pty Ltd (13 077 576 802) WA
- Auto Corner Pty Ltd (45 009 905 079) QLD
- El Nino Pty Ltd (66 056 777 087) QLD
- El Viejo Pty Ltd (72 082 087 983) QLD
- Kaizen Motors Pty Ltd (67 603 805 278) NSW
- La Nina International Pty Ltd (97 082 088 015) QLD
- Maz Fleet Pty Ltd (71 644 881 676) NSW
- Northern Trading Pty Ltd (89 009 956 307) QLD
- Scifleet Group of Companies Pty Ltd (23 010 079 044) QLD
- Sci-Fleet Motors Pty Ltd (25 057 783 749) QLD
- South City Automotive Group Pty Ltd (72 098 801 033) QLD
- South Coast Corporation Pty Ltd (41 098 795 763) QLD
- Taipan Corporation Pty Ltd (97 010 410 698) QLD
- The Trustee for the Tsunami Trust (15 149 393 182) QLD

Our Operations

The Sci-Fleet Group workforce comprises over 1,400 direct employees operating from locations across Australia, including our Head Office in Brisbane.

DIRECT WORKERS



We represent 7 Original Equipment Manufacturers (OEM) brands across the Volume, Prestige and Luxury Segments



The Sci-Fleet Group operations include 22 sales locations, 19 service locations, 4 pre-delivery centres and 2 paint shops.

- Parts
 - Sales of parts and accessories for new and used vehicles
 - Provision of parts to Sci-Fleet Group service workshops
 - Provision of parts to third party collision repair and servicing outlets
- Service
 - Ongoing vehicle maintenance
 - OEM warranty repairs
 - Internal reconditioning of used vehicles for sale
 - Preparation of new vehicles for delivery
- Sales
 - The sale of new & used vehicles
 - Aftermarket sales of non-OEM products
- Finance & Insurance
 - Sales of third-party finance and insurance products (as agents)

As part of this statement, the Sci-Fleet Group reports on its actions to assess and address modern slavery risks associated with its operations, including its employment practices and providing training for employees.

Our Supply Chains

The Supply Chains of the Sci-Fleet Group are the products and services (including labour) that contribute to each entity's own products and services. This includes products and services sourced in Australia or overseas. Sci-Fleet Group takes care in selecting suppliers of goods and services and expects them to operate in compliance with recognised local, national and/or international laws, regulations, standards and appropriate codes of practice. The Sci-Fleet Group are committed to developing strong partnerships with suppliers based on mutual trust, understanding and respect, and shared ethical values.

The majority of our suppliers are stable, long-term domestic relationships. Less than 1% of our total supplies are sourced directly from an international supplier.

Sci-Fleet Groups' supply chains include suppliers of:

- Motor vehicles, parts and accessories.
- Equipment and consumables, such as those relevant to our tyre distribution and motor servicing businesses.
- Logistics and transport services.
- Finance and insurance products.
- Professional services.
- Property, cleaning, storage and waste disposal services.
- Car washing and detailing services.
- Information technology and telecommunication equipment and services.
- Office services and supplies.
- Food and beverage services.
- Personnel and recruitment services.

Risks of Modern Slavery in our Operations and Supply Chains

We acknowledge that although most end products or services are sourced from countries which historically have presented a lower modern slavery risk, a portion of these end products or services have components which may derive from countries that pose a higher risk of modern slavery. The supply chains in the automotive industry are complex. There are numerous levels of suppliers between Sci-Fleet Group and the source of raw materials that form the basis of our business' supply chains. Despite this, we are confident that Sci-Fleet Group operates in a relatively low risk business sector. This is because the principal suppliers of goods to Sci-Fleet Group are original equipment manufacturers (OEMs) which have sophisticated anti-slavery policies and procedures in place.

During our first reporting period, the Sci-Fleet Group reviewed its operations and supply chains by undertaking an initial scoping exercise, mapping the group's supply chains at a high level including geographical risks, source of raw materials, the products and services we source and the sectors that we operate in to help identify areas that we are causing, contributing, or are directly linked to modern slavery practices. We then focussed on the top 20 suppliers for the group by spend and also high-risk sectors suppliers. Following this assessment, the Sci-Fleet Group identified areas of vulnerability within high-risk business sectors and relationships such as cleaning, corporate clothing, construction, electronics and manufacturing. Although we are not directly involved in activities such as corporate cleaning, building construction, manufacture of textiles, we acknowledge that we lack visibility in certain overseas markets and recognise that these are all sectors with known modern slavery risks so we may be linked to modern slavery practices further down our supply chains. We will therefore be issuing our Modern Slavery Questionnaire to these suppliers for completion and return for further assessment.

Our staff are employed and engaged in Australia under applicable Australian employment and workplace relations laws. We are guided by the two industrial instruments relevant to our industry; Clerks – Private Sector Award 2020 and Vehicle Repair, Services and Retail Award 2020 along with the National Employment Standards (NES). We conduct monthly payroll audits to capture age increases, apprentice or trainee progression and annual award increases. We have a team of dedicated HR and Compliance professionals and sound policies and procedures in place to ensure compliance with relevant employment, workplace relations and workplace health and safety laws.

Our workforce includes a small number of workers from outside Australia who have arrived in Australia on working visas. We use recruitment and migration agencies in Australia in the engagement of these employees and we comply with all Department of Home Affairs visa requirements and regulations. We offer additional financial and community support to assist our overseas workers to assimilate in to the workplace and the communities in which they reside.

Actions taken by the Sci-Fleet Group to assess and address risks of modern slavery in its supply chains

Over this reporting period we have developed a deeper understanding of modern slavery and how the Sci-Fleet Group's operations and supply chains may be involved in modern slavery risks. We have made significant progress in implementing policies and actions to assist in addressing the modern slavery risks associated with our operations and supply chains and identified additional activities to assist us in this process. These include:

- Established a Group Modern Slavery Risk Management Team and assigned roles to ensure due diligence in managing, identifying, preventing and mitigating the risks of modern slavery.
- Implemented a Modern Slavery Policy.
- Implemented a Whistleblower Policy.
- Group supplier audit; categorised by spend, geographical location, franchise & finance, business sector & relationships to identify areas that may be causing, contributing, or directly linked to modern slavery practices.
- Assessed supplier reputation for modern slavery risks through website and media research.
- Stakeholder engagement and awareness with Executive Committee, Group Human Resources Manager, Group Chief Information Officer, General Manager – Property & Purchasing, Dealer Principals and Dealership Financial Controllers through meetings and presentations.
- Developed a Modern Slavery Risk Assessment Toolkit to assist the Group Modern Slavery Risk Management Team in their review and assessment of modern slavery risks in our supply chains and how to address areas of concern.
- Developed a Supplier Code of Conduct.
- Developed a Supplier Questionnaire.

COVID-19 Impacts & Response

We recognise that COVID-19 may have increased modern slavery risks in supply chains such as; increased global demand due to supply chain shortages, shorter production windows, increased unemployment and a fear of loss of income, factory closures, and the inability of vulnerable migrant workers to return to home countries. While the COVID-19 pandemic has hindered our progress in our efforts to assess and address modern slavery we have been committed to supporting our employees, our suppliers, and our communities during this year.

Our relationships with our suppliers have not changed during this period although a few suppliers have provided some discount for a limited time. We will continue to work closely with our suppliers and make changes where necessary.

Due to government health orders, some of our business units have been forced to close resulting in the reduction of some employee work hours where click and collect options are not available. Our service departments are considered

to be essential retail services and have remained open and operational under strict COVID-19 safety guidelines. Where possible, work from home arrangements have been made available. Access to employee leave entitlements have been made available during this time. In addition, our employees are further supported by the Federal Government COVID-19 Disaster Payment.

We have implemented a COVID-19 Company Policy which sets out steps that the organisation is taking in order to tackle the coronavirus outbreak, alongside the expectation that are placed on our employees. We have provided for use masks and hand sanitiser for our employees and guests and we have regular cleaning and disinfecting of high-touch areas and all vehicles. We have displayed employee awareness posters; “COVID-19, You and Work”, and “Social Distancing & Sanitisation” in the workplace.

Sci-Fleet Group will continue to assess and address additional risks within automotive supply chains caused by the COVID-19 pandemic.

Plans for future Action

The Sci-Fleet Group has determined to focus on the following activities in the financial year ending 30 June 2022 in assessing its supply chains:

- Connect with suppliers in high-risk sectors, relationships and overseas to develop our understanding of the risks of modern slavery in their businesses and the impact of the COVID-19 pandemic on their workers by issuing the supplier questionnaire for their completion and return for assessment.
- Issue Modern Slavery Risk Assessment Tool to Dealer Principals and Financial Controllers across entities to assist them in identifying and addressing the risks of modern slavery practices in their supply chains during procurement.
- Issue the Supplier Code of Conduct to all high-risk sector suppliers for signature and return. The Supplier Code of Conduct sets out the expectations that the Sci-Fleet Group has of businesses that want to sell their goods or services to the Group in key areas of conduct and engagement.
- Develop a Sci-Fleet Group employee Modern Slavery Awareness Campaign including the impacts of the COVID-19 pandemic.
- Develop an employee Modern Slavery Training Plan commencing with the introduction of Modern Slavery in to our Employee Induction sessions.
- Audit of Group Suppliers will take place annually by the Sci-Fleet Group Modern Slavery Risk Management Team at Head Office.
- Develop key performance indicators to measure how effective our actions to identify and address modern slavery practices in any part of our operations and supply chains have been.
- Develop a remediation methodology.

How Sci-Fleet Group assess the effectiveness of actions being taken to assess and address modern slavery risks

During this reporting period, our main focus was to gain a greater understanding of our modern slavery risks and how such risks may be present in our operations and supply chains at a group level.

Sci-Fleet Group identified the need to establish a Group Modern Slavery Risk Management Team in April 2021 to ensure due diligence in managing, identifying, preventing and mitigating the risks of modern slavery across the group and to measure the effectiveness of the actions being taken to assess and address such risks following the Performance Improvement Cycle. The team report to the Executive Committee, the principal governing body of the Sci-Fleet Group.

We developed a Modern Slavery Risk Assessment Toolkit to assist the Risk Management Team in their review and assessment of modern slavery in our supply chains and how to address areas of concern through tools such as the Key Risk Indicator Screening Tool and Process. The Group Modern Slavery Risk Management Team are responsible for an annual group supplier audit referencing this document for guidance and assessment.

We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and supply chains will be an evolving and ongoing process which we are committed to developing. Future measurements may include such things as:

- Monitoring the number of returned signed Supplier Codes of Conduct.
- Monitoring the number of employees who have completed modern slavery training.
- Monitoring reported cases via the Whistleblower Policy and assess how the cases were handled.

Performance Improvement Cycle



Process of consultation with entities owned or controlled by Sci-Fleet Group

There is one management team, Sci-Fleet Group Modern Slavery Risk Management Team, who are responsible for coordinating Sci-Fleet Group’s response to modern slavery risks in our operations and supply chains and preparing this statement. The team report to the Executive Committee, the principal governing body of the Sci-Fleet Group. During the reporting period this statement covers, the Sci-Fleet Group Modern Slavery Risk Management Team engaged and consulted with the Executive Committee, entity Dealer Principals, Financial Controllers, and the Group Chief Information Officer and General Manager – Property & Purchasing. We communicated the nature of modern slavery and the importance of combatting it within the groups supply chains and requested a list of primary suppliers in high-risk sectors, relationships and overseas suppliers.

Approval of statement

This statement was approved by

A handwritten signature in black ink, appearing to read 'ASc', with a large loop at the end.

Andrew Gordon Scifleet

Sole Director

For and on behalf of Scifleet Group of Companies Pty Ltd ACN 010 079 044 and Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust).

Date: 1 December 2021