



AMA GROUP

2022
MODERN
SLAVERY
STATEMENT

AMA Group Limited ABN 50 113 883 560



Modern Slavery Statement

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Annual Modern Slavery statement for reporting period ended 30 June 2022

This statement is published by AMA Group Limited (ACN 113 883 560) (AMA) and includes all subsidiaries (collectively, AMA Group) in compliance with Australia's *Modern Slavery Act 2018* (Cth). AMA Group has worked to ensure that the right policies and practices are in place to reduce the risk of modern slavery and other unethical behaviour in both our operations and supply chain, and to continue to work with suppliers who have the same core values and similar approaches to the AMA Group. AMA Group has continued to work closely with key business areas including Human Resources and Procurement to ensure risks specific to each area were identified. This statement outlines the actions that AMA Group has taken and will continue to take in our commitment to assess modern slavery risks within our operations and supply chain.

AMA Group respects ethical labour practices and has zero tolerance to any form of human rights abuses, including in our operations and supply chains, and we expect that all our employees, suppliers, contractors and agents uphold these values. AMA Group is committed to respecting human rights throughout our business and will make every effort to operate our business and source our products and services ethically and responsibly.

This statement has been approved by the Board of AMA Group Limited.



Carl Bizon
Executive Director
& Group Chief Executive Officer
23 August 2022

1. AMA Group structure and operations

AMA Group Limited is a Public Company listed on the Australian Securities Exchange (ASX: AMA). AMA Group is the holding company of a number of operating subsidiary companies in Australia and New Zealand. AMA Group's registered address is Level 13, 484 St Kilda Rd, Melbourne 3004.

The Group is Australia's largest vehicle accident repairer and a leader in the vehicle aftercare and accessories market. Headquartered in Australia, AMA Group operates 168 sites throughout Australia and New Zealand.

AMA Group vision

Enduring Mobility

Sustainability

The longer vehicles remain on the road, the less likely they will end up as landfill.

Innovation

AMA Group partners with industry, government and academic institutions to raise the standard of the industry.

Community

AMA Group helps communities to be more mobile, more resilient, and more sustainable.

AMA Group mission

AMA Group **extends the life of vehicles** through an integrated network of repairers, dismantlers, and distributors so our customers can **keep moving**.

AMA Group operating structure

Partnerships	Production			Procurement
Build commercial relationships for the long-term, based on trust and delivering industry-leading value to all parties.	Leverage the technical skills and industry expertise in the business. Deliver operational effectiveness and efficiency.			Secure the quality products needed to execute operations on industry-leading terms.
 GROUP One AMA approach to the insurer market.	 DRIVE Rapid repairs on cars that are still driveable.	 NON DRIVE Higher severity, more complex repairs of cars with more significant damage and prestige repairers.	 HEAVY MOTOR Truck and bus repairs.	 SUPPLY Parts, paint and consumables.
Enabled by an exceptional and highly valued Team				

2. Risk of modern slavery in our operations and supply chains

Our business

All of AMA Group's operations are conducted in Australia and New Zealand. AMA Group recognises that our employees must be treated fairly and with respect, and paid in accordance with applicable legislation. AMA Group has implemented controls throughout the business to manage and mitigate the risk of causing or contributing to modern slavery within our workforce.

AMA Group has approximately 3,500 employees throughout our Australia and New Zealand operations. The AMA Group code of conduct outlines our commitment to our employees, customers and all stakeholders and the expectations of all AMA Group employees, contractors and Directors. In particular, the code requires awareness of and compliance with laws and regulations relevant to the business of AMA Group, including occupational health and safety, fair trading and dealing, privacy and employment practices.

Our supply chain

AMA Group's supply chain includes over 1,000 suppliers comprising an extensive range of automotive aftercare products including automotive parts, consumables, and accessories.

The majority of AMA Group purchases are from Australian and New Zealand based companies on short and long-term contractual arrangements and relationships. Many of these suppliers are supplying goods sourced through large global automotive original equipment manufacturers. After completing an extensive review, AMA Group considers that the inherent risk of modern slavery in this supply chain is Low-Medium.

Noting this, AMA Group has also identified very limited circumstances in which the inherent risk of modern slavery could be considered high, and further investigations are prudent.

3. Actions taken to assess and address the risk of modern slavery

For FY22, we completed a Modern Slavery Risk Assessment of 204 suppliers in total. 113 of these pertain to Parts, and 91 pertaining to indirect and Non-Part spend. This represents 95% of our total parts spend, and 80% of Indirect and Non-Part spend, respectively.

This assessment identified four high-risk suppliers, for whom we are undertaking further investigations.

Additionally, Medium Risk suppliers who have a contract renewal or anniversary have been assessed against the Modern Slavery Checklist and all suppliers have been sent both the Code of Business Conduct and Ethics for Suppliers Statement, and our Group Modern Slavery Policy.

Code of business conduct and ethics

AMA Group's Code of Business Conduct and Ethics for Suppliers sets out the minimum standard for conducting business with the AMA Group in a safe, professional, legal and ethical manner and as such includes:

- Ethical business practices to accept responsibility for behaving professionally, ethically and with integrity and fairness
- Social behaviour to conform to relevant labour standards
- Environmental behaviour to recognise the importance of reducing environmental impacts
- *Modern Slavery Act* (2018) compliance.

Whistleblower policy

AMA Group is committed to the highest standards of conduct and ethical behaviour across the Group and to promoting and supporting a culture of honest and ethical behaviour including labour practices and human rights. The Whistleblower policy provides a confidential and secure process for addressing wrongdoing which may otherwise go undetected. The Group encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving the Group.

Training

AMA Group understands the importance of employee awareness of AMA Group's policies and practices and aims to increase awareness of modern slavery via appropriate training in relation to promoting ethical behaviour within our operations. The Group will include an update in future reports.

We recognise that training and building employee awareness is a key component of addressing risks of modern slavery, both internally and within our external supply chain.

AMA Group is developing our training program with a focus on staff in key leadership and commercial procurement roles.

3. Actions taken to assess and address the risk of modern slavery (cont.)

Actions taken by the AMA Group

- ✓ Brought our management of the Modern Slavery Risk assessment process inhouse, from the previously outsourced service.
- ✓ Developed a structured risk assessment model and conducted risk assessments.
- ✓ Outputs from the risk assessment model have been plotted on a 2X2 matrix assessing *Modern Slavery Risk and Prevalence against Government Response*. This provides a visual representation of AMA Group's risk profile.
- ✓ A Modern Slavery Checklist, outlining key questions to consider, has been developed to support deeper exploration of risk via a structured framework of questions.
 - Of the total 204 assessments conducted using our model, 4 suppliers were identified as being of High-Risk, and these required deeper exploration of the risk exposure they present. These 4 are currently being prioritised to further assess risk via the Modern Slavery Checklist.
- ✓ Updated AMA Group Terms and Conditions for Parts suppliers, to include expectations around Modern Slavery Legislation obligations.
- ✓ Emailed the Code of Business Conduct and Ethics for Suppliers, in addition to our Group Policy to our supplier base.
- ✓ Developed a continuous improvement cycle to conduct Modern Slavery Assessments on an additional 10 suppliers per financial quarter, ensuring we are reviewing deeper into our supplier base over time.

4. Assessment and effectiveness of our actions

AMA Group recognises the importance of monitoring the effectiveness of our anti-modern-slavery actions and processes. During this reporting period, AMA Group has continued to:

Engage with our supply chain to increase the level of engagement.

- Review and assess the supplier risk assessment results.
- Further explore any identified high-risk suppliers.
- Regularly assess the effectiveness of the processes implemented and adjust to ensure target outcomes are achieved.

AMA Group has not found any specific instances of modern slavery that exist in our supply chain.

5. Future commitments

AMA Group will continue to develop our internal understanding, oversight and management of modern slavery risks throughout our operations and supply chain.

Our focus during the next reporting period will be:

- We will ensure that any new suppliers being onboarded have confirmed their Modern Slavery position, and we will evaluate the Modern Slavery Risk as part of the onboarding process.
- We will review and confirm our supplier platform and spend profile annually to ensure we are assessing the full supplier portfolio.
- We will validate our previous year's assessment with each supplier and test if any changes to risk rating are warranted.
- We will have completed risk mitigation activities identified from the prior year.
- We will complete a deeper analysis of an additional 10 suppliers quarterly (40 annually) to extend deeper into our supplier base.
- We will consider any learnings or observations from any prior Modern Slavery management processes for inclusion in subsequent years.

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