



General Motors
Australian
Modern Slavery Report
2023

Modern Slavery Report 2023

Introduction

This Modern Slavery Report (**Report**) is made pursuant to the *Modern Slavery Act 2018* (Cth) by the following reporting entities (**we, us, our**) in respect of the actions taken to prevent and reduce the risk of modern slavery for the year ended 31 December 2023 (**Reporting Period**).

- GM Holdings Australia Pty Ltd (ACN: 603 486 844) (**GMHA**)
- General Motors Holden Australia NSC Pty Ltd (ACN 603 486 933) (**GMHA NSC**)
- General Motors Australia Pty Ltd (ACN: 103 162 956) (**GMA**)
- General Motors Australia & New Zealand Pty Ltd (ACN: 006 893 232) (**GMANZ**)

GM Australia recognizes the collective efforts of governments, civil society organisations, companies, and consumers to eradicate modern slavery. As part of a global company operating in the automotive manufacturing and sales industry, we have a role to play in these efforts and we are pleased to provide insight into the actions we have taken to better understand the risks of modern slavery in our operations and supply chain.

GM Australia's commitment to prevent and reduce the risk of modern slavery predated this report and is continually evaluated for improvements. Therefore, certain initiatives and policies described in this report were implemented before the Reporting Period but continued through the Reported Period and thereafter.

Our Structure, Activity, and Supply Chains

GM Australia's parent company is General Motors Company (GM), headquartered in Detroit, Michigan, that, through its subsidiaries, designs, manufactures, markets and distributes vehicles and vehicle parts. GM ANZ headquarters are located in Port Melbourne, Victoria, and have sites in Dandenong, Victoria and Elizabeth, South Australia.

- GMHA is an indirect wholly owned subsidiary of GM. GMHA is wholly owned by General Motors Holdings LLC, which is wholly owned by GM. General Motors Company and its subsidiaries, including the four reporting entities comprising GM Australia, are referred to herein as **GM**.¹
- GMHA, in turn, wholly owns GMA and GMHA NSC. GMA wholly owns GMANZ.
- GMANZ sells vehicles and parts in Australia, predominantly to independently operated dealers and distributors. GMHA NSC also sells parts to independently operated dealers.
- GMHA NSC did not own or control any other entities in the Reporting Year.
- GMA is a holding company that indirectly holds non-majority interests in GM's Korean subsidiaries and 100% ownership in GMANZ.
- GMANZ's business includes complete care, parts and accessories, servicing, roadside assistance, and certified repair network. During 2023 GMANZ owned two entities, one is dormant and the other in liquidation. Apart from this, it did not own or control any other entities.
- Since 2020 GMANZ has carried on the General Motors Specialty Vehicles (**GMSV**) business in addition to supplying parts and service for Holden vehicles as well as ACDelco parts for most makes of vehicles. The GMSV business imports and sells certain vehicles, as well as aftersales parts, in Australia including locally via a network of dealers. The products include

¹ Please note that for the purposes of this report, the reporting entity is GMANZ. However, because GMANZ's supply chain is centralized within General Motors Company, information relating to both GMANZ and General Motors Company is provided. See "Our Supply Chain" below.

vehicles imported into Australia in left hand drive form and then remanufactured to right hand drive to meet Australian requirements.

As of December 31, 2023, GM employed approximately 151,000 employees worldwide². As GMHA and GMA are holding companies, they did not have employees during 2023. GMANZ had 198 employees. Their roles included:

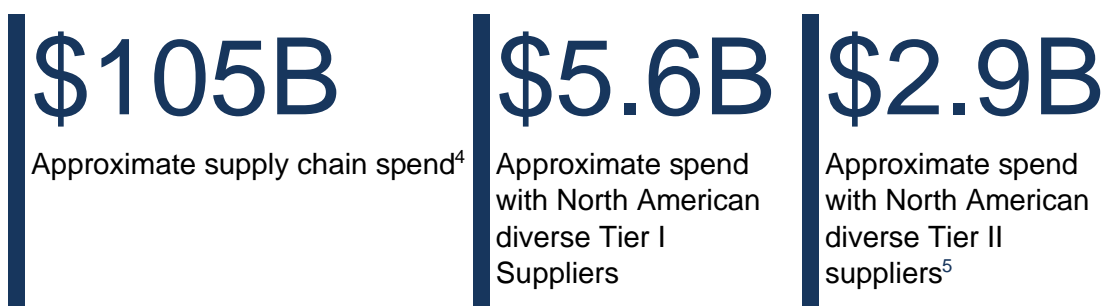
- Executives
- Senior and mid-level management staff
- Store personnel
- Experts / Advisors / Specialists / Team leaders

Our Supply Chain

Sourcing of parts for GM Australia's production and warehousing facilities is primarily centralized in GM's Global Purchasing and Supply Chain function, but GM Australia enters contracts directly to purchase the parts. GM Australia also sources certain other goods and services directly from suppliers.

Global Supply Chain

GM vehicles are manufactured in various locations across the globe. In 2023, GM sourced from approximately 5,700 global suppliers.³ This included a wide variety of raw materials, parts and tyres, supplies, transportation and other goods and services. An overview of global procurement is shown below.



Local Supply Chain

GMHA and GMA are holding companies and generally do not contract with suppliers. GM Australia primarily procures goods and services from the following categories of suppliers (in addition to vehicles and parts):

² Excludes employees of GM Financial, Cruise, and DMAX Ltd

³ For 2023 reporting, includes direct material, Customer Care and Aftersales (CCA), and logistics.

⁴ For 2023 reporting, includes direct material, CCA and logistics.

⁵ Tier II spend is self-reported by suppliers.



Vehicle sales, services, marketing - advertising/media, dealer training, signage, auto-shows, contact centres



Corporate Administrative Services - health care, security services, contact labour and travel



Including Facilities and utilities – including facilities and utilities goods and services



Indirect product - industrial supplies, office supplies, and building supplies



Manufacturing Services - facilities management, chemical management, and waste management



Information Technology and Telecommunications – including hardware and software



Machinery and Equipment - constructions, dies/presses, paint/body shops, powertrain machine centres



Supporting in Professional and Engineering Services - supporting product engineering and design staff and support research and development staff

With the exception of vehicles and parts, the majority of GM Australia's direct suppliers are based in Australia. Many of these suppliers provide goods that originate from other jurisdictions.

Modern Slavery Risks in Our Operations and Supply Chains

Based on the roles of GM Australia's staff, the relatively low risk of modern slavery in Australia⁶, comprehensive workplace relations laws and the policies and procedures we have in place in respect of our workforce, we consider the overall risk of modern slavery in the operations of GM Australia to be low.

GMANZ indirectly holds a minority, non-controlling, interest in two entities in Indonesia. These two entities in Indonesia are the legacy entities for the business in Indonesia. They stopped their activity and are in the process of winding down.

GMA indirectly holds a minority, non-controlling, interest in two Korean GM entities that develop, manufacture and sell vehicles. One of those entities, in turn holds a majority interest in GM entities in Turkey and Germany.

We do not consider that these minority investments link GMA or GMANZ to modern slavery risk that is not otherwise described in this statement. GM maintains the same policies and procedures, described below across the jurisdictions in which its controlled subsidiaries are incorporated. Its Compliance and Audit functions are global.

Global Supply Chain

In 2021, GM conducted a human rights saliency assessment to identify the potential adverse impacts to people that could be caused by its company's activities and business relationships. The assessment included desktop research, reviewing industry analyses, connecting with external stakeholders and hosting a series of internal workshops with leaders from across the enterprise and its geographic footprint. During these workshops, GM identified potential risks and impacts throughout its value chain, considered the severity and likelihood of each impact, and prioritized them for further review and action. Please see GM's [2021 Corporate Human Rights Benchmark \(CHRB\) Disclosure](#).

GM continues to advance toward its vision for an all-electric future. GM remains steadfast in our commitment to responsible sourcing and are continually evaluating and evolving our policies and processes in support of this commitment. For example, GM has implemented significant processes around minerals critical to electric vehicle production—such as the 3TG Minerals tin, tungsten, tantalum, and gold, as well as cobalt and mica—that potentially originate from Conflict Affected and High-Risk Areas (CAHRA) where there are heightened concerns that proceeds from minerals could be used to contribute to armed conflict or human rights abuses. GM is also actively addressing human rights risks related to the sourcing of natural rubber for tyres. Further detail on GM's efforts to address these risks is provided in the 'Supply Chain Due Diligence' section below.

Local Supply Chain

Salient risks may also be present in our primarily local, Australia-specific supply chain, which includes a broad range of Tier 1 suppliers from various locations and industries. This supply chain encompasses sectors that may be at elevated risk for modern slavery including office cleaning, food service, security and transport services.

⁶ As reported by the Global Slavery Index.

Assessing and Addressing Risks Associated with Modern Slavery

As described in the United Nations Guiding Principles on Business and Human Rights (UNGPs), governments have a responsibility to protect the human rights of their people, and businesses such as GM's have a responsibility to respect the human rights of people. This responsibility includes recognizing and addressing potential and actual adverse impacts a business may have on people throughout its enterprise, and taking steps to prevent, mitigate and, where appropriate, use leverage to remedy those impacts.

A summary of the approach that GM has adopted to manage modern slavery risk in its global supply chain are as follows.

GM's Commitment



ESG Governance and Oversight

The GM Board of Directors provides regular oversight of human rights-related issues, such as workplace safety, human capital management and supply chain related matters. As noted in the Board's Governance and Corporate Responsibility Committee's (GCRC) charter, the GCRC annually reviews GM's human rights practices, including responsible sourcing practices within the Company's supply chain.

Operationally, within GM's Global Purchasing and Supply Chain (GPSC) function, GM's Ethical Sourcing team implements policies and practices needed to effectively manage the salient human rights issues found within GM's supply base. This team monitors and investigates emerging issues and continually evaluates supplier compliance with GM's Supplier Code of Conduct.



United Nations Global Compact

GM is a member of the United Nations Global Compact (UNGC), which endorses a framework of principles in the areas of human rights, labour, the environment, and anti-corruption. GM is committed to these principles and is actively implementing them. For more information, please visit GM's [UNGC webpage](#).

GM's Policies and Procedures



Sustainability Commitment

GM is committed to publicly reporting on sustainability-related topics annually, discussing the opportunities and challenges it encounters working to enhance performance and conduct business responsibly. The Sustainability Report provides an overview of some of GM's long-term goals and aspirations, and efforts in support of them, and offers detail on GM's strategies in areas such as diversity, equity and inclusion, human rights and ethical business practices. To learn more about GM's sustainability journey, see the [Sustainability Report](#).



Human Rights Policy

GM's updated [Human Rights Policy](#) was published in December 2022. The policy communicates GM's commitment to respect all internationally recognized human rights, including those described in the Universal Declaration of Human Rights, the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Core Conventions and to use the UNGPs as the primary framework for GM's human rights program. As stated in the policy, GM "recognize(s) and respect(s) the rights of vulnerable groups around the world,

such as indigenous peoples, children, and migrant workers. GM expects its suppliers to be similarly committed to protecting the rights of vulnerable groups.”



Code of Conduct

[GM's Code of Conduct—Winning with Integrity](#)—is a foundational document that states GM's values as a company and reinforces GM's commitment to a work environment founded on integrity, mutual respect, trust, and accountability. The Code outlines the policies that guide GM's business conduct and includes employee guidance on various reporting mechanisms available to report safety and other concerns. To ensure the effectiveness of GM's Code of Conduct, GM regularly conducts independent third-party assessments of GM's compliance program. GM also conducts compliance risk assessments.



Non-Retaliation Policy

Speak Up!, GM's non-retaliation Policy, is intended to protect GM employees from retaliation when they raise a concern in good faith. Since the majority of misconduct reports are made to an employee's manager, GM developed a website with a range of helpful compliance tools for managers. There is also a scenario-based course offered for managers.

GM's primary grievance mechanism, the Awareline, is operated by an independent third party and allows employees, suppliers, and others to report concerns of misconduct by the company and its suppliers, and their respective management, supervisors, employees, or agents. For more information on Awareline, please see our Remediation section.



Training for Employees

Training is a critical aspect of reinforcing GM's ethical culture because it educates employees on how to apply the standards and principles set forth in the policies in their work activities. Every year, all eligible salaried employees are required to review the Code of Conduct and complete Corporate Required Training (CRT) which includes a module on Human Rights topics. New or refreshed courses are deployed annually, often with new content, new scenarios, and exercises. GM uses adaptive technology that tailors the courses to an individual's job responsibilities.

CRT in 2023 included:

- GM Code of Conduct: Winning with Integrity
- Cybersecurity
- Litigation Hold and ILM Compliance
- Data Privacy

Once employees complete the Code of Conduct training, they are required to certify that they agree to comply with the policies contained in the Code; that they have disclosed any new potential conflicts of interest; and that they have reported any violations of the Code and any vehicle or workplace safety issues. In 2023, GM achieved a 100% completion rate among eligible salaried employees for our CRT.



Global Ethics and Compliance Center

The Global Ethics and Compliance Center (GECC) helps prevent, detect, and correct violations of law and corporate policies and helps promote the ethical business culture for GM and its affiliates and subsidiaries. The GECC seeks to align GM's ethics and compliance program with the recognized elements of an effective compliance program and primarily manages GM's Code of Conduct; Non-Retaliation Policy;

conflict of interest disclosure process; investigations; ethics and compliance training and communications; global policy development; compliance assurance; risk-based third-party due diligence; whistleblower line; anti-corruption compliance assurance in strategic transactions; and other anti-corruption risk areas.

In 2023, for the fourth year in a row, General Motors was also the only original equipment manufacturer automaker recognized as one of the World's Most Ethical Companies® by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

In Our Supply Chain

GM's and GM Australia's supply chain have significant overlap. GM as a supplier of finished vehicles to GM Australia, has affirmed its commitment to compliance throughout the supply chain. GM engages frequently with suppliers, and though the supply chain is complex, works constantly to promote transparency and compliance with the law, the Supplier Code of Conduct, and applicable contracts.



Supplier Code of Conduct

GM's [Supplier Code of Conduct](#) prohibits the use of all forms of modern slavery. The Supplier Code of Conduct also states that suppliers and business partners we contract with will not harass or discriminate against employees, nor tolerate corrupt business practices. We expect third parties, including suppliers, to act in a manner that is consistent with the principles and values outlined in our GM Supplier Code of Conduct when conducting business with, and on behalf of, GM. Suppliers are expected to cascade similar expectations through their own supply chains. In 2022, GM updated the Supplier Code of Conduct to emphasize its expectation that all suppliers share in our commitments to respect human rights.



Supplier Contracts

GM expects its suppliers to be similarly committed to ethical conduct and to be fair, humane and lawful employers, as well as to enforce similar requirements with their sub-suppliers. These expectations are outlined in GM's standard purchase contract terms and conditions, which reinforce GM's commitment to reducing the risk of child labour, abusive treatment of employees and corrupt business practices in the supply of goods and services to GM.

Compliance with IATF 16949 Quality Standards is a requirement for GM Tier 1 suppliers. This third-party certification requires suppliers to employ responsible supply chain practices and to have policies on employee code of conduct, antibribery and ethics escalation. Suppliers' IATF 16949 certification status is part of GM's Sourceability Report, which is a compilation of metrics used to make informed sourcing decisions and support supplier engagement. Ratings related to responsible materials and conflict minerals are also integrated into a supplier's score in the Sourceability Report.

When GM or GM Australia become aware of violations or alleged violations of GM's Supplier Code of Conduct, we respond swiftly and appropriately, up to and including the termination of business relationships.



Annual Verification Surveys

GM conducts annual supplier self-verification surveys to validate adherence to GM's Code of Conduct, Terms and Conditions and Supplier Code of Conduct. In

2023, GM received responses from 4,693 suppliers spanning production, logistics, customer care and after sales support.

Suppliers are asked to confirm via the survey that they have:

- Engaged in company business practices consistent with GM's Supplier Code of Conduct or a similar code of conduct published by their company.
- Adopted their own code of conduct or similar document expressing a commitment to conducting business ethically, honestly and in compliance with all applicable laws.
- Shared GM's Supplier Code of Conduct or a similar code of conduct published by their company with their suppliers.
- Implemented a safety policy that is consistent with the principles set forth in GM's Supplier Code of Conduct.

Supplier responses to the survey are reviewed and, if required, are escalated to remediate risk and noncompliance.



Supply Chain Due Diligence

Many of the advanced technologies in GM's portfolio may use minerals and materials that are potentially mined in Conflict-Affected and High-Risk Areas (CAHRAs). To identify and mitigate human rights risk in sourcing of these raw materials, due diligence is undertaken in connection with GM's Responsible Materials Program and GM's Conflict Mineral Program aligned with the [OECD](#) Due Diligence Guidance for Responsible Supply Chains from CAHRAs. GM's activities related to mitigation include:

- Using the Conflict Minerals Reporting Template (CMRT) to survey Tier I suppliers with products containing 3TG that were shipped to GM. In 2023, GM surveyed suppliers to gain visibility in the smelters or refiners (SORs) in our supply chain. GM surveyed 2,454 3TG supplier locations for GM's Conflict Minerals Program in 2023 and received responses from 97% of those supplier locations.
- GM is active in the Responsible Minerals Initiative (RMI) that validates that SORs pass the Responsible Minerals Assurance Process (RMAP) through a risk-based approach of processes for responsible mineral procurement. In 2023, GM sent communications to 42 3TG and 14 cobalt smelters, refiners, or processors.
- Participating within the RMI and its working subgroups, including the Smelter Engagement Team, a subgroup that enables GM to have direct SOR engagement. GM also has participated in RMI-sponsored SOR RMAP pre-audit visits.
- Joining the Initiative for Responsible Mining Assurance (IRMA), a third-party certification of industrial mine sites, and RCS Global Better Mining Initiative for small and artisanal mines.
- Founding Member of the Global Platform for Sustainable Natural Rubber ([GPSNR](#)), an international, multistakeholder organization with a mission to lead improvements in the socioeconomic and environmental performance of the natural rubber value chain. GM actively participates in two GPSNR working groups alongside other OEMs, civil society organizations, tyre makers, natural rubber processors, and smallholder farmers.



Training for Suppliers

Supplier training is an integral component to efforts to eradicate slavery and human trafficking from the supply chain. GM, through the Automotive Industry Action Group (AIAG) and Responsible Business Alliance (RBA), provides training to its suppliers regarding human trafficking and slavery, including fundamental principles of responsible working conditions. The training reinforces the shared

expectations of GM and other participating AIAG and RBA company members, all of which contribute to developing the content of the training. Training participants review the areas of child labour, forced labour, freedom of association, harassment and discrimination, health and safety, wages and benefits and working hours. The training is provided to suppliers in high-risk areas at no cost to the supplier.

GM SupplyPower is an internet portal used by GM to share information, including sustainability event information, policies, guidelines, training, standards and reports, and best practices with suppliers. It includes a section devoted to sustainability. GM encourages suppliers to facilitate discussions with their organizations on important information posted in SupplyPower.

Remediation

As described in GM's Human Rights Policy, and in alignment with the UN Guiding Principles, when GM discovers potential adverse human rights impacts, GM investigates, and where appropriate, engages with potentially affected stakeholders and/or their representatives with the aim of identifying mutually agreeable solutions or remedies and providing for or cooperating in their remediation through legitimate processes. Similarly, suppliers are expected to have processes in place to prevent, mitigate and remediate adverse human rights impacts that they may cause or to which they may contribute, and to cascade that expectation through their own supply chains pursuant to our Supplier Code of Conduct.

GM has a robust process for reporting incidents involving possible wrongdoing, including concerns related to human rights. The primary grievance mechanism, the [Awareline](#), is operated by an independent third party and allows employees, suppliers and others to report concerns of misconduct by the company, its management, supervisors, employees or agents. Reports can be made in more than a dozen languages, 24 hours per day, 7 days per week, by phone, web or email. Reports may be made anonymously, where permitted by law. The Awareline is intended to be accessible to all external individuals and communities and can also be used by our suppliers' stakeholders or any external individual to raise complaints against our suppliers.

Allegations of misconduct are reviewed and prioritized based on a number of factors, including the type of misconduct, the position of the alleged wrongdoer within the company and whether the allegation entails any potential violations of law. High-priority cases receive special scrutiny and review; a cross-functional committee meets monthly to discuss their investigative progress and resolution. There is also a quarterly review process to determine which cases, if any, require reporting to the Board or Audit Committee, as well as processes in case a particular allegation requires more immediate reporting. The Chief Compliance Officer also provides regular updates to the Audit Committee on key GM Global Ethics and Compliance Center priorities and accomplishments and trends in Awareline submissions and investigations.

In 2023, GM received 6,523 reports to the Awareline; 4,635 were classified as allegations, with the remaining classified as suggestions, inquiries and other issues. GM tracks all reports of misconduct, whether through Awareline or another channel, in a case management system that allows GM to preserve a reporter's anonymity while facilitating efficient investigation, follow-up and compliance trend analysis.

Additionally, in 2022, GM joined the RBA organization, which allows to further its mechanisms of remedy. RBA incorporates a global worker voice platform into their program which includes a worker surveying tool, audit support, and grievance reporting.

Assessing the Effectiveness of Our Actions

GM utilizes EcoVadis to assess the ethical and sustainable performance of its suppliers. EcoVadis is one of the world's largest and most trusted providers of business sustainability ratings that has

evaluated over 250,000 companies through comprehensive questionnaires and data collection. The EcoVadis assessment includes evaluation of a company's policies and practices related to various human rights-related issues, including working conditions, child labour, forced labour, human trafficking, diversity, discrimination, harassment and health and safety.

GM asks that suppliers participate in the EcoVadis platform in connection with their request for quotes. In 2023, 1,334 GM suppliers participated, including 187 Strategic Supplier Engagement (SSE) suppliers and with a 48% increase year-over-year.

In 2022, GM refined and validated its potentially salient human rights impacts with internal and external stakeholders. In parallel with developing action plans, GM built out management systems to enhance understanding, ownership and accountability over salient issues. In 2023, GM initiated a supplier audit program to further due diligence and ability to provide assurance that policies are followed. While we recognize that nearly all the potential impacts identified are by nature systemic and not limited to GM, GM Australia, or even the automotive industry, we take seriously our responsibility to work to identify, prevent, mitigate and remediate potential human rights impacts to which GM or GM Australia may contribute. For more information regarding GM's approach to human rights, please see the [2021 Corporate Human Rights Benchmark \(CHRB\) Disclosure](#).

Approval

During the reporting period this statement covers, GM Australia actively engaged and consulted with GM in the development of this Statement. Each of the Reporting Entities and their owned or controlled entities were consulted in relation to this statement. We discussed details of the Modern Slavery Act 2018's reporting requirements, information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates.

The four reporting entities have senior management and directors in common who, together with key personnel from General Motors Holdings LLC, have been kept abreast of the preparation of this Statement. This Statement was approved by the board of General Motors Holdings Australia Pty Ltd on behalf of itself and each of the reporting entities.⁷

Signed by:



Jessica Bala
Managing Director

⁷ The guidance issued by the Australian Border Force provides that the principal governing body of a higher entity can approve the statement on behalf of the reporting entities and a responsible member (usually a director) of the higher entity must sign the statement. A higher entity is an entity that is able to directly or indirectly influence or control each reporting entity.