

MODERN SLAVERY STATEMENT

1. INTRODUCTION

- (a) Mobis Parts Australia Pty Limited (ACN 107 778 156; ABN 37 107 778 156) (**Mobis Australia**) considers its obligations under the *Modern Slavery Act 2018* (Cth) of great importance.
- (b) Mobis Australia also takes its obligations under the *Modern Slavery ACT 2018* (Cth) very seriously and is committed to being a responsible corporate citizen and being fair, transparent and accountable, not to mention being committed to combating modern slavery in all its forms.

2. STRUCTURE, OPERATIONS AND SUPPLY CHAIN

- (a) Mobis Australia is a wholly owned subsidiary of Hyundai Mobis Co Ltd in Korea (**Mobis Korea**), a company headquartered in Seoul, South Korea. The corporate group is referred to as the **Mobis Group**. Our organisational structure remains the same as before for this reporting period.
- (b) Mobis Australia does not own or control any other entities. There are no other trading names or brand names associated with Mobis Australia.
- (c) Mobis Australia distributes spare parts and accessories for Kia and Hyundai vehicles in Australia, as well as for Hyundai vehicles in New Zealand and other Pacific Islands.
- (d) We employ 84 staff in Australia. Our registered office is in Eastern Creek, NSW and we own a 30,000sqm warehouse for storing spare parts.
- (e) Mobis Australia's suppliers are based in Australia and overseas. Our key suppliers of spare parts are related entities in Korea, Europe and India. Our key suppliers of accessories are based in Australia. We have long term relationships with the vast majority of our suppliers

3. RISKS OF MODERN SLAVERY IN MOBIS AUSTRALIA'S SUPPLY CHAIN

- (a) As previously carried out for the last reporting period, once again, Mobis Australia has consulted with members in its supply chain in Australia and overseas. We asked them to provide us with further updates on how they have dealt with modern slavery risks based on their answers to the questionnaire they filled in for the last reporting period so that it can assist us to assess the risk of modern slavery in our supply chain further since the last reporting period.
- (b) Given the above, for this reporting period, major risks of modern slavery in Mobis Australia's operations and supply chain still remain similar to these of the last reporting period. They primarily relate to the manufacture of car parts and accessories overseas, which are then imported to Australia for distribution. There are also risks associated with a lack of visibility down the supply chain.
- (c) Mobis Australia's main supplier is Mobis Korea which is subject to group wide policies and procedures and conducts risk assessments and due diligence on its own suppliers. South Korea was classified as a low risk jurisdiction in the 2018 Global Slavery Index.



- (d) Our other main suppliers are related companies based in Europe and India which are also subject to the Mobis Group policies and procedures including the Human Rights Policy and Codes of Conduct explained below. Further, particularly our related companies in Europe are obliged to meet the requirements of their own modern slavery compliance obligations under the U.K. laws, not to mention relevant applicable E.U. laws.
- (e) While South Korea and India have a higher risk of modern slavery than Australia, the spare parts and accessories are manufactured in these countries by related companies which uphold strict compliance with labour laws and have codes of conduct & ethics that address modern slavery.

4. ADDRESSING RISKS OF MODERN SLAVERY

- (a) There are a number of group wide policies and procedures in place to address risks of modern slavery, including:
 - (i) The Human Rights Policy which strictly prohibits labour exploitation and involuntary employment including modern slavery which governs the group's investment and business activities.
 - (ii) The Business Partners Code of Conduct which sets out expectations for the company's business partners to ensure they align with the Mobis Group's values and principles. This requires the group's business partners to adhere to certain standards in relation to employment practices, safety, management and ethical behaviour which assists to reduce the risk of modern slavery infiltrating supply chains.
 - (iii) The Mobis Group Code of Conduct serves as a standard for the decision making processes of directors, officers and employees to guide them to perform and manage their work fairly, responsibly and ethically under all circumstances. The Code of Conduct imposes an obligation on all employees to report any violations of the Code of Conduct or any unethical or illegal acts.
 - (iv) The Mobis Group complies, and requires its suppliers to comply, with laws of relevant countries regarding the use of conflict minerals (major minerals produced in conflict ridden countries) based on the OECD Due Diligence Guidance.
- (b) Mobis Australia has similarly its own Supplier Code of Conduct which sets out the minimum workplace standards and business practices that are expected of every current or potential supplier to ensure that all suppliers are aware of Mobis Australia's expectations of them to conduct business with integrity and respect and in full compliance with any applicable law.
- (c) All new suppliers are bound by our Supplier Code of Conduct.
- (d) New suppliers (particularly key suppliers) must complete our modern slavery supplier questionnaire as part of the on boarding process.
- (e) Mobis Australia also has Grievance and Whistle-blower policies to provide a framework for employees and third parties to raise concerns in the strictest of confidence and without fear of retaliation.

5. **ASSESSING THE EFFECTIVENESS OF OUR ACTIONS**

- (a) The Mobis Group uses the following measures to assess the effectiveness of our actions:
- (i) The Mobis Group Human Rights Policy includes an evaluation process to assess work environments, work conditions and human rights conditions and implement improvement plans and third party audits where necessary, this is done by Mobis Korea.
 - (ii) The Mobis Group requires its business partners to provide evidence of compliance with the Business Partners Code of Conduct during inspections and assessments which are done by Mobis Korea.
 - (iii) The Mobis Group performs Supply Chain ESG (environmental, social and governance) inspections for business partners once a year.
 - (iv) The Mobis Group is scheduled to carry out Global ESG inspections for its related parties and employees in the next reporting period (2022).
 - (v) Annual employee surveys focus on whether we are maintaining a socially responsible and fair work environment.
 - (vi) Annual Mobis Group survey assesses the culture of the Mobis Group.
- (b) The Mobis Group is committed to identifying ways to improve its risk assessment and due diligence processes and analyses trends in risks of human rights violations to ensure it is focussing on the right areas.

6. **CONSULTATION PROCESS**

Mobis Australia does not own or control any other entities and therefore this criteria is not applicable.

7. **AUTHORITY TO MAKE THIS STATEMENT**

This statement was approved by the board of Mobis Australia on June 30th, 2022.



Sangyoung Chun, Chief Executive Officer and Director
June 30th, 2022