



Modern Slavery Statement

FY 30 JUNE 2020

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1. Reporting entities for MotorOne Group

This is the MotorOne Group's first modern slavery statement (**Statement**) prepared and submitted in accordance the *Modern Slavery Act 2018* (Cth) (**Act**).¹

As the authorised reporting entity for the bodies corporate that comprise the MotorOne Group,² MotorOne Topco Pty Ltd recognises the responsibility that the MotorOne Group possesses to meaningfully contribute to the reduction of Modern Slavery through continuous assessment and improvement in the processes utilised in its supply chains.

MotorOne Topco Pty Ltd ACN 613 793 472 (**MotorOne**), is the 'reporting entity' for the broader MotorOne Group for the purposes of the Act. The other reporting entities within the MotorOne Group are:

- MotorOne Mezzco Pty Ltd ACN 613 794 755
- MotorOne Bidco Pty Ltd ACN 613 796 357
- MotorOne Holdco Pty Ltd ACN 613 795 887

This Statement pertains to the financial year ending 30 June 2020. In preparing this Statement, MotorOne has taken the opportunity to gain a deeper understanding of the assessment process of the risks of Modern Slavery within in its supply chains. Ultimately this is with a view to develop and refine existing policies to fulfill the MotorOne Group's continuing responsibility to improve on minimising the risks of modern slavery in its supply chains.

2. Structure, Operations and Supply Chains of the MotorOne Group

2.1 Structure

MotorOne is a proprietary company, incorporated in Australia. MotorOne's registered office is Level 30, 126-130 Phillip Street, Sydney, NSW 2000.

MotorOne is the parent company of the MotorOne Group and it owns and or controls the following bodies corporate.

MotorOne Mezzco Pty Ltd ACN 613 794 755	MotorOne Bidco Pty Ltd ACN 613 796 357	MotorOne Holdco Pty Ltd ACN 613 795 887
MotorOne CX Pty Ltd ACN 159 923 181	Motor One Group Pty Ltd ACN 097 188 219	MotorOne Autobody Pty Ltd ACN 077 935 614
Autotech Group Australia Pty Ltd ACN 098 913 010	Solartint Australia Pty Ltd ACN 009 061 947	Auto Klene Solutions Pty Ltd ACN 600 385 680
WorldMark Holdings Pty Ltd ACN 087 707 471	WorldMark Group Holdings Pty Ltd ACN 144 505 199	WorldMark Pty Ltd ACN 087 705 262

¹ Capitalised terms in this Statement shall have the same meaning ascribed to those terms in the Act, unless otherwise defined in this Statement.

² Refer to section 2.1: Structure, Operations and Supply Chains of the MotorOne Group.

WorldMark Group Pty Ltd ACN 144 520 981	Ultimate Business Systems Pty Ltd ACN 110 577 403	Complete Dealer Services Pty Ltd ACN 066 369 042
Martin Energy Products (NZ) Limited No. 583319	Martin Energy Products (Australia) Pty Ltd ACN 059 585 983	High Performance Corporation Pty Ltd ACN 083 091 838
Code Red Topco Pty Ltd ACN 613 879 824	Code Red Holdco Pty Ltd ACN 613 878 961	Schmick Car Care Club Pty Ltd ACN 139 891 679
Prostream Australia Pty Ltd ACN 169 708 954	Sunscreen Australia Pty Ltd ACN 608 385 440	Quik Digital Pty Ltd ACN 637 392 842

2.2 Operations

The MotorOne Group’s operations are as follows:³

Car Care Division		
Entities	Business(s)	Business Operations
Motor One Group Pty Ltd ACN 097 188 219	MotorOne Car Care	MotorOne Car Care offers a wide range of protection products for vehicles. Products include: the highest quality paint protection, window films, vehicle electronics and cosmetic repair memberships in Australia.
	AutoXtreme	A dedicated service provider focusing on the supply and installation of the very latest in innovative quality vehicle electronics.
	Fleet	Business in which entity offers a wide range of protection products to almost all of the largest fleet management and salary packaging organisations in Australia. Business provides the highest quality customer

³ ‘Operations’ mean “activity undertaken by the entity to pursue its business objectives and strategy in Australia or overseas”: The Department of Home Affairs. (2018-2019). *Commonwealth Modern Slavery Act 2018, Guidance for Reporting Entities*. 1st ed. [pdf]: Australian Border Force. Available at: <https://www.homeaffairs.gov.au/criminal-justice/Pages/modern-slavery.aspx> [accessed 7 Jul. 2020].

		service while facilitating paint protection (sale and application), window films (sale and application), vehicle electronics (sale and installation) and cosmetic repairs (memberships and servicing) across Australia.
Auto Klene Solutions Pty Ltd ACN 600 385 680	AutoKlene	AutoKlene are one of the largest suppliers of professional vehicle cleaning products in Australia. Supplies include large range of polishes, waxes, degreasers, chemicals and accessories. Business customers include: car wash chains, dealership service centres, and workshops.
Prostream Australia Pty Ltd ACN 169 708 954	Prostream	Manufacturers and distributors of high quality automotive products and solutions. Prostream’s focus is to enhance automotive performance through the development and distribution of high quality workshop solutions and to increase productivity for our workshop partners through the use of our products.
Autotech Group Australia Pty Ltd ACN 098 913 010	Autotech	AutoTech Group offer bottled product solutions for dealership service departments.

Car Repair Division		
Entities	Business(s)	Business Operations
Schmick Car Care Club Pty Ltd ACN 139 891 679	Schmick	Schmick Scratch & Dent Assist provides a cost effective quality mobile repair service for minor damage to vehicles.
MotorOne Autobody Pty Ltd ACN 077 935 614	MotorOne Express Repairs	MotorOne Express Repairs are a rapidly expanding smash repair service.

Film Division		
Entities	Business(s)	Business Operations
<p>Martin Energy Products (Australia) Pty Ltd ACN 059 585 983</p> <p>Martin Energy Products (NZ) Limited No. 583319</p>	<p>MEP Films</p>	<p>MEP Films is a wholesale window film distribution business operating throughout Australia and New Zealand.</p>
<p>Sunscreen Australia Pty Ltd</p> <p>ACN 608 385 440</p>	<p>Paragon Window Tinting, Signage & Graphics</p>	<p>Paragon is a commercial window tinting and signage business operating nationally through locations in Melbourne, Sydney and Perth.</p> <p>Focused on large commercial projects.</p>
	<p>Print X</p>	<p>A printing business specialising in small and grand format digital printing. Products include: Posters, A-frames, Pull-up banners, Billboards, Vehicle wraps, Computer cut vinyl, Aluminium fabric frames, Hoardings, Development signs, Event displays, Window signage, White Ink printing</p>
	<p>Frost & Co</p>	<p>A DIY decorative and plain frosted window film business operating through an online store, offering predetermined patterns and graphics or create your own options for the retail sector.</p>
<p>High Performance Corporation Pty Ltd ACN 083 091 838</p>	<p>Tint A Car</p>	<p>Tint a Car is the only window tinting franchise business in Australasia, including 90 franchisees in Australia and 12 franchisees in New Zealand.</p> <p>Tint a Car is the leader in automotive and home tinting in Australia and New Zealand, whilst also supporting the MotorOne Car Care and Fleet divisions as a labour resource for their customers</p>
	<p>Solar Tint</p>	<p>Solartint is a group of 35 independent window tinting</p>

		<p>businesses operating under the Solartint brand, through a licence from MEP Films.</p> <p>Predominately situated in Sydney, Australia, Solartint is the second largest window tinting group in Australia servicing the retail sector with automotive and home window tinting.</p>
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Customer Care Division		
Entities	Business(s)	Business Operations
MotorOne CX Pty Ltd ACN 159 923 181	MotorOne CX	MotorOne CX manages the overall ‘Customer Experience’ for OEMs and Retailers through a range of online and offline best of breed CRM, Digital and Contact Centre solutions
	Customers for Life	Specialises in customer loyalty and data management processes.

A total of 581 employees work in each of the abovementioned businesses across the divisions which comprise the MotorOne Group. WorldMark Pty Ltd is the employing entity in Australia and Martin Energy Products NZ limited is the employing entity in New Zealand.⁴ These entities are also responsible for office administration and procurement of incidental goods and services.

2.3 Supply Chains

The Supply Chains of the MotorOne Group of business 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.⁵

MotorOne has determined for the purposes of this Statement to focus on the primary suppliers for each of the businesses in assessing its supply chains. MotorOne intends on focussing on a broader group of suppliers, and beyond direct suppliers of its respective businesses in future iterations of its modern slavery statements.

Supply chains for the MotorOne Group’s businesses are as follows.

⁴ 578 employees in Australia, and 3 employees in New Zealand.

⁵ The Department of Home Affairs. (2018-2019). *Commonwealth Modern Slavery Act 2018, Guidance for Reporting Entities*. 1st ed. [pdf]: Australian Border Force. Available at: <https://www.homeaffairs.gov.au/criminal-justice/Pages/modern-slavery.aspx> [accessed 7 Jul. 2020].

Car Care Division		
Business(s)	Products / Services	Origin
MotorOne Car Care	Products and services supplied by various businesses across the MotorOne Group including MEP Films, AutoXtreme, and car repair division.	
AutoXtreme	<ol style="list-style-type: none"> 1. Blackvue Dash Cameras 2. Redarc Battery/Brake accessories & Consumables 3. Reverse Camera Mirrors & Mini Butterfly Cameras 4. Car Alarms 	<ol style="list-style-type: none"> 1. South Korea 2. Australia 3. China 4. United Kingdom
Fleet	Car washing kits, chemical products	China
AutoKlene	<ol style="list-style-type: none"> 1. Class Plastics- 20lt /5lt plastic containers 2. Sodium Tri-Polyphosphate and Trisodium phosphate 3. coconut diethanolamide 4. Perfumes 	<ol style="list-style-type: none"> 1. China 2. China 3. Malaysia 4. NSW
Prostream	<ol style="list-style-type: none"> 1. Lubricants, cleaners and degreasers, adhesives and additives 2. Fuel system additive 3. EGR system cleaners 4. Lubricant varietals 	<ol style="list-style-type: none"> 1. Canada/USA 2. Australia 3. Canada / USA 4. USA
Autotech	<ol style="list-style-type: none"> 1. Liquid additives, aerosol products 2. Oils and lubricants 3. Aerosol products 4. Bottled additive products 	<ol style="list-style-type: none"> 1. China 2. Australia 3. Containers made in Australia, base oil from Singapore. 4. Aerosol cans sourced from China. Australian manufactured products and bottles.

Car Repair Division		
Business(s)	Products / Services	Origin
Schmick	Vehicle fixed site and mobile vehicle repair services	Australia
MotorOne Express Repairs		

Film Division

Business(s)	Products / Services	Origin
MEP Films Frost & Co Tint A Car Solar Tint Paragon Window Tinting, Signage & Graphics	<ol style="list-style-type: none"> Window tinting supply and fitment services Window films 	<ol style="list-style-type: none"> Australia / NZ USA
Print X	<ol style="list-style-type: none"> Printing services PVC Banner and Fabrics Flute board and composite sheeting Self Adhesive vinyls 	<ol style="list-style-type: none"> Australia China, Taiwan, UK, US and Europe, Indonesia

Customer Care Division		
Business(s)	Products / Services	Origin
MotorOne CX	<ol style="list-style-type: none"> Data from Customers CRM Software 	<ol style="list-style-type: none"> Australia America
Customers for Life	<ol style="list-style-type: none"> Social Networking software Software Development Services 	<ol style="list-style-type: none"> America Australia/Vietnam/India

Divisional management		
	Products/Services	Origin
WorldMark Pty Ltd and Martin Energy Products NZ limited	Employment of staff across MotorOne Group divisions and procurement of goods and services as part of office administration. Products and services include corporate clothing, printing and promotional goods and services and office consumables (coffee, tea, sugar, biscuits).	Australia and New Zealand

3. Risks of modern slavery practices in the supply chains of the MotorOne Group

3.1 Sector, product/service and geographic, risk across MotorOne Group divisions

Broadly, the sector that the collective MotorOne Group operates in is the aftermarket automotive industry.

A global assessment of the risks of modern slavery in this sector generally would be unhelpful in ascertaining the risks of modern slavery within the supply chains of the businesses that comprise the

MotorOne Group. This is predominantly due to the variety of the products and services offered and procured across the businesses and the different regions that each of the relevant products and services originate from.

As such, the MotorOne Group has determined to ascertain the sector risks across the different industries that the different businesses operate in conjunction with an assessment of the product and service risks and geographic risks that may present in each businesses' operations.

3.2 Car Care Division

3.2.1.1 AutoKlene, Prosteam and Autotech

The above businesses operate within the chemical industry and are concerned with the sale and distribution of vehicle and industrial cleaning chemicals, engine lubricants and solutions. Some of these products are imported and resold within Australia and New Zealand and some of the products are manufactured by these businesses.

With respect to the products that that are imported and resold, it may be noted that, except for Prostream, most of these products are sourced from China and Malaysia. Both countries have been determined to present significant geographic risks of modern slavery.⁶ From an industry perspective, it is worth noting although a Global Slavery Index 2018 report classified Malaysia as presenting a higher geographic modern slavery risk, more recently a report concerning the impact of Covid-19 on the modern slavery risks prevalent in Asia reveals that Covid-19 has caused these risks to increase dramatically, particularly in China's manufacturing sector.⁷

In relation the products manufactured by the above businesses, these are manufactured in Australia. The modern slavery risk associated with the products manufactured in Australia may be considered low. Australia has among the lowest prevalence of modern slavery in the Asia Pacific region, and the chemical manufacturing industry is not identified as a high-risk industry within Australia.⁸ Despite this, the fact that the raw materials used in the manufacturing of these are sourced predominantly in China suggests that the manufactured products are not devoid of modern slavery risk.

3.2.1.2 AutoXtreme

AutoXtreme may be characterised as operating in the electronics industry. Generally, products within the electronics industry have been identified classified among the highest risk products of being produced by forced labour when produced in China and Malaysia.⁹

In the case of AutoXtreme, it may be noted that most end products are sourced from countries which historically have presented a lower modern slavery risk than China and Malaysia. These countries include: South Korea, Australia and the United Kingdom. Despite this, the modern slavery risk likely presents in the fact that a portion of the end products derive from China, and in the fact

⁶ The Minderoo Foundation Pty Ltd (Walk Free). (2018). *Global Slavery Index 2018*. 1st ed. [PDF]. Available at: <https://www.globalslaveryindex.org/resources/downloads/> [Accessed 17 Jul. 2020].

⁷ Verisk Maplecroft. (2020). *Human Rights Outlook 2020*. 1st ed. [PDF]. Available at: https://www.maplecroft.com/insights/analysis/human-rights-outlook-2020/#form_link [Accessed 28 Jan. 2021].

⁸ Australia has a prevalence of 0.6 modern slavery victims per 1000 people in its population: The Minderoo Foundation Pty Ltd (Walk Free). (2018). *Global Slavery Index 2018*. 1st ed. [PDF]. Available at: <https://www.globalslaveryindex.org/resources/downloads/> [Accessed 17 Jul. 2020].

⁹ The Minderoo Foundation Pty Ltd (Walk Free). (2018). *Global Slavery Index 2018*. 1st ed. [PDF]. Available at: <https://www.globalslaveryindex.org/resources/downloads/> [Accessed 17 Jul. 2020]. [Accessed 16 Dec. 2020].

that the input components of these products identified as deriving from lower risk countries may derive from countries that poses a higher risk of modern slavery.

3.2.1.3 Fleet

The fleet business is conducted within the aftermarket car care industry and is concerned with facilitating the provision of vehicle electronics, paint protection, tinting and vehicle repairs to fleet clients from the other business that comprise the MotorOne Group. The risks identified for each of these businesses and their respective products and services, apply to the Fleet business.

3.3 Car Repair Division

The businesses which comprise the car repair division operate within the automotive repair industry in Australia. The services provided by these businesses are provided by a local labour force which is directly employed by WorldMark Pty Ltd. We consider, from a vulnerable workers perspective the risk of modern slavery in these businesses is low. In next iterations of its modern statement, MotorOne intends on assessing the modern slavery risk associated with the tools utilised in rendering vehicle repair services.

3.4 Film Division

This division operates across the tinting and printing industries across Australia and New Zealand. From sector, geographic and vulnerable workers perspective, the services offered by these businesses present a low risk of modern slavery. Indeed, the services are rendered by a locally sourced workforce the majority of which are employed directly by WorldMark Pty Ltd. The exceptions are Tint A Car and Solartint where the workforce is employed by franchisees and licensees, respectively. At the date of preparation of this Statement, MotorOne is unaware of any exploitation of vulnerable workers in its Tint A Car franchise network or by its Solartint licensees.

In relation to the products sourced and sold by these businesses, it may be noted that the majority of these are procured from Australia, USA, Europe, New Zealand, and the UK. Each of these countries present comparatively low geographic modern slavery risk. It is acknowledged however that China, Taiwan, and Indonesia are countries that present higher geographical risk, especially due to the impacts of Covid-19 in increasing the number of newly unemployed workers vulnerable to exploitative forms of work.¹⁰

3.5 Customer Care Division

The customer care division predominantly operates in the IT industry with operations based in Australia. The modern slavery risk is considered low within this division however it is acknowledged that software development services procured from Vietnam and India may entail both a direct geographical and vulnerable worker modern slavery risk. An indirect risk of modern slavery also exists in procurement of CRM software from the USA as supplier may outsource administration of same to regions in which modern slavery is more prevalent.

¹⁰ Human Rights Outlook 2020, Verisk Maplecroft, Page 5; Modern Slavery Act Information Sheet: Coronavirus, Australian Border Force, Page 1.

3.6 Divisional Management

A total of 581 employees work in each of the abovementioned businesses across the divisions which comprise the MotorOne Group. WorldMark Pty Ltd is the employing entity in Australia and Martin Energy Products NZ limited is the employing entity in New Zealand.¹¹ These entities are also responsible for office administration and procurement of incidental goods and services.

As mentioned, WorldMark Pty Ltd and Martin Energy Products NZ limited are the employing entities of a total of 581 employees in Australia and New Zealand. These employees work in each of the abovementioned businesses across the divisions which comprise the MotorOne Group.

Having regard to the *Fair Work Act 2009* and Modern Awards and the minimum employment standards and workplace protection those instruments afford workers in Australia, we consider the geographical risk of modern slavery for workers domiciled in Australia to be low. For workers domiciled in New Zealand, we consider the risk to be even lower than in Australia considering that New Zealand has been ranked as the lowest risk country in the Asia Pacific region for modern slavery.¹²

In future modern slavery statements, it is intended that the incidental goods and services procured as part of office administration are assessed to ascertain the level of risk of modern slavery in these supply chains. Products and services that will be assessed include corporate clothing, printing and promotional goods and services and office consumables (coffee, tea, sugar, biscuits).

4. Actions taken by the MotorOne Group to assess and address risks of modern slavery practices in its supply chains.

In the last 12 months prior to the preparation of this Statement, the entities across their respective businesses within the MotorOne Group has taken the following actions to assess and address the risk of modern slavery practices in their supply chains:

- Reviewing existing information regarding their relevant supply chains.
- In conjunction with a review of existing information concerning supply chains, literature prepared by government and non-government organisations regarding the current and emerging sector, geographical, and product and service modern slavery risk was reviewed.
- The supply chains of each business were mapped at a high level with a view of continually working to improve understanding of the supply chains.
- Managers and heads of each division have been provided education in relation to the meaning of modern slavery and the MotorOne Group's responsibilities under the *Modern Slavery Act 2018* (Cth).
- The MotorOne Group continues to engage with supplier which are undertaking their own modern slavery risk assessments. Such engagement includes participation in modern slavery surveys and questionnaires presented by these suppliers.

As part of improving due diligence in managing, identifying, preventing, and mitigating the risks of modern slavery, primary suppliers of each business were issued the MotorOne Group's supplier code of conduct (**Supplier Code of Conduct**) for each supplier to sign and return. The Supplier Code of Conduct sets out the key areas of conduct and engagement for the MotorOne Group and what standards and behaviours are required of its suppliers. It covers, inter-alia, minimum standards

¹¹ 578 employees in Australia, and 3 employees in New Zealand.

¹² The Minderoo Foundation Pty Ltd (Walk Free). (2018). *Global Slavery Index 2018*. 1st ed. [PDF]. Available at: <https://www.globalslaveryindex.org/resources/downloads/> [Accessed 17 Jul. 2020]. [Accessed 16 Dec. 2020].

concerning labour and requires that suppliers respect and support the human rights of workers and others in their operations, including to meet the following minimum standards:

- Ensure no discrimination is used in employment and hiring practices, including in relation to access to training, promotion, or termination.
- No use of violence, threats, harassment, bullying, intimidation or other harsh or inhumane treatment in any respect.
- Respect workers' rights to freedom of association, protecting against interference with the establishment or administration of workers' organisations.
- Adhere to all laws relating to wages, working conditions and benefits for workers, including ensuring working conditions are fair (including adequate leave, reasonable hours, and rest periods), deductions from wages are not used as a disciplinary measure and wages are paid in a timely manner.
- Ensure there is no forced or bonded labour and suppliers may not use, or in any way benefit from or contribute to any type of modern slavery.
- Not use child labour that is harmful to their physical and mental development, including by interfering in their education or otherwise contrary to laws and regulations.

Moreover, by executing and returning the Supplier Code of Conduct, a supplier acknowledged and agreed that they would comply with the terms of the code and notify the relevant business in the MotorOne Group of any actual or anticipated breaches of same.

Remediation processes within the MotorOne Group include a whistle-blower policy which reinforces the MotorOne Group's commitment to integrity and ethical business practices. This policy is intended to foster and promote the timely and safe identification and communication of any wrongdoing so that it can be efficiently and completely addressed.

5. How MotorOne Group assesses the effectiveness of any actions taken by it to assess and address risks of modern slavery practices in its supply chains.

As at the date of preparation of this Statement there have been no instances of modern slavery identified directly in the MotorOne Groups own operations, there have been no whistleblower program cases associated with modern slavery and no modern slavery concerns have been raised with the MotorOne Group from customers.

In the absence of specific cases, MotorOne has assessed the effectiveness of the actions it has taken by monitoring the number of executed Supplier Codes of Conduct it has received from its suppliers.

Consistent with the MotorOne Group's continued improvement approach to combatting modern slavery, MotorOne is currently considering implementing further assessment tools and processes in the near to medium term future including establishing a process and internal team to assess the MotorOne Group's response to modern slavery on an ongoing basis. In conjunction with this, the prospect of engaging external modern slavery risk assessment providers is another measure which is being considered.

6. Process of consultation with entities owned or controlled by MotorOne.

The MotorOne Group's legal department and the company secretary of each of the relevant entities which own the businesses that comprise the MotorOne Group coordinated to develop a consultation process with the managers of the relevant businesses to develop this Statement. It was determined the legal department would formally approach each manager to first provide a written education piece on the nature of modern slavery and the importance of combatting it within the MotorOne Groups supply chains, and secondly obtain a list of the primary suppliers for each business, the products and or services procured from these suppliers and the location each of these suppliers.

7. Other relevant information.

The MotorOne Group regularly supports various charities and initiatives. For example:

- in 2020, the MotorOne Group donated \$75,830 towards the Red Cross bushfire appeal¹³
- the MotorOne Group regularly holds State-based events such as Daffodil Day and Australia's Biggest Morning Tea, and drives for Oz Harvest.¹⁴
- donation of \$5,525,163 to the Cancer Council to support cancer research, education and patient support services.¹⁵

¹³ <https://motoronegroup.com/motorone-team-donate-to-bushfire-appeal/>

¹⁴ <https://motoronegroup.com/motorone-team-donate-to-ozharvest/>

¹⁵ <https://motorone.com/cancer-council/>

This statement for the MotorOne Group was approved by the board of MotorOne, as the parent entity of the entities that comprise the MotorOne Group on 30 March 2021.

Greg Lewis



Director: *MotorOne Topco Pty Ltd* ACN 613 793 472

31 March 2021