



PORSCHE

2024 Modern Slavery Statement

1. Identify the reporting entities

This is the fifth joint statement issued by Porsche Cars Australia Pty Ltd, Porsche Retail Group Pty Ltd and Porsche Financial Services Australia Pty Ltd (together "**Porsche AU**") in accordance with sections 14 and 16 of the *Modern Slavery Act 2018* (Cth) (**MSA**).

This statement relates to the 2024 financial year of 1 January 2024 to 31 December 2024, which is the "Reporting Period" in accordance with the MSA. This statement sets out the risks of modern slavery for Porsche AU and highlights the measures implemented during the Reporting Period to identify and continue to counter the occurrence of modern slavery within our business activities.

The statement also provides updated information on the effectiveness and implementation of such measures.

2. Describe the structure, operations and supply chains of the reporting entity

Dr. Ing. h.c.F. Porsche Aktiengesellschaft (Porsche AG)

Porsche AG is the manufacturer of new Porsche branded cars and Porsche original automotive parts, and the parent company of Porsche Cars Australia Pty Ltd. In the conduct of its business, Porsche AG sources production materials and non-production materials from a global supply chain comprised of direct and indirect suppliers. Porsche AG distributes new Porsche branded cars and automotive parts to a global marketplace, including Australia.

The Porsche AG corporate headquarters are located in Stuttgart, Germany. Counter measures implemented by Porsche AG to address the occurrence of slavery and human trafficking in its business activities and supply chain can be viewed [here](#).

Porsche Cars Australia Pty Ltd (PCA)

PCA is the authorised importer and distributor of new Porsche branded cars and automotive parts for Australia. PCA does not undertake any manufacturing. Finished Porsche cars and automotive parts are sourced from Porsche AG. PCA distributes new Porsche sports cars and automotive parts to a network of Official Porsche Centres located in Australia. PCA also

undertakes a number of marketing activities and events to promote Porsche products and services and the Porsche brand. PCA does undertake sales and marketing activities direct to the public for driver training and driver experience products. In the conduct of its business the company sources non-production materials and services from what it believes to be responsible suppliers that are mainly located in Australia.

PCA's corporate headquarters are located in Melbourne, Victoria, Australia.

Porsche Retail Group Australia Pty Ltd (PRGA)

PRGA is a wholly-owned subsidiary of PCA. PRGA undertakes the sale and marketing activities, at a retail level, for new and pre-owned Porsche sports cars, new automotive parts, Porsche branded merchandise/products and automotive aftersales services. These retailing activities are undertaken from an Official Porsche Centre located in Sydney. PRGA also operates the Porsche Online Store which also sells Porsche branded merchandise/products, including watches, apparel and vehicle accessories. PRGA does not undertake any manufacturing. Finished new Porsche sports cars, automotive parts and merchandise are sourced from either PCA or other members of the Porsche selective distribution network. PRGA also undertakes a number of marketing activities and events to promote Porsche products and services and the Porsche brand. In the conduct of its business the company sources non-production materials and services from what it believes to be responsible suppliers that are mainly located in Australia.

PRGA's corporate headquarters are located in Melbourne, Victoria, Australia.

Porsche Financial Services Australia Pty Ltd (PFSA)

PFSA is a wholly owned subsidiary of Porsche Financial Services GmbH. PFSA undertakes marketing activities in relation to Official Porsche Centres offering their customers finance and insurance products.

PFSA also operates a mobility business which involves renting Porsche vehicles to customers on a short-term temporary basis to promote Porsche products. PFSA undertakes marketing activities to support this business. In the conduct of its business the company sources non-production materials and services from what it believes to be responsible suppliers that are mainly located in Australia.

PFSA's corporate headquarters are located in Melbourne, Victoria, Australia.

3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls

In Porsche AU operations

The risks of modern slavery for the different Porsche AU entities vary.

Porsche AU considers the likelihood of modern slavery associated risks occurring in PCA's operations to be low. This is because its operations consist of its direct employees and

contractors providing administrative, sales, marketing and support for the sale and servicing of vehicles and parts to its Australian Official Porsche Centres.

PRGA's operations do include the provision of some services on site by third parties, including suppliers providing cleaning services. Due to measures such as PRGA's contracts with all suppliers incorporating the Business Partner Code of Conduct, Porsche AU also considers the likelihood of modern slavery associated risks occurring in PRGA's operations to be low.

PFSA has very limited supply chains because it uses internal and central functions also used by the other Porsche AU entities. PFSA's external contractors consist of large financial services and insurance services companies which PFSA utilises to deliver its finance and insurance products. Given the nature of these contractors which are based in Australia, Porsche AU considers the likelihood of modern slavery associated risks occurring in PFSA's operations to be extremely low.

In Porsche AU supply chains

Porsche AU engages a variety of suppliers to support its operations. Porsche AU is aware that certain supplier services may include categories associated with modern slavery risks, such as cleaning services, merchandise, events including hospitality and catering, and construction and temporary labour hire. Porsche AU will continue to try and work with our suppliers to mitigate against modern slavery risks.

4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address these risks, including due diligence and remediation processes

To counter the propensity and occurrence of modern slavery during 2024 Porsche AU adopted numerous measures, including:

Porsche Values

At Porsche AU employee behaviour and business activities are steered and moderated by reference to positive community based values, such as those published in the Porsche Code of Conduct and other internal company documents steering good governance at Porsche AU. To ensure an understanding of the values all Porsche AU staff are required to complete Code of Conduct Training. New employees are required to undertake this training within a month of commencing with Porsche AU. Each employee must re-do this training every two years from the date they first completed it. The Code of Conduct training is updated by Porsche AG on a regular basis.

In addition to existing measures, during 2023 Porsche AU began taking measures to implement its obligations under the Respect@Work Act to eliminate as much as possible, sexual harassment, sex-based discrimination and harassment, hostile workplace environments and victimisation. These measures include amongst other things, annual training of all managers to encourage and demonstrate desired behaviours.

Porsche AU expects these measures will help promote a positive workplace environment and

will also assist staff to identify risk and discrimination of all kinds, including the risk of modern slavery.

Recruitment Controls

Porsche AU undertakes its responsibility as an employer by maintaining compliance with employment legislation, workplace Environmental and Occupational Health and Safety, and the general wellbeing of its workforce.

Porsche AU operates a range of controls targeting recruitment and employment of labour in conformity with applicable laws and to ensure respect for employee rights. Candidates seeking to become employees are required to establish their right to work, satisfy minimum age requirements and their suitability for available roles. As part of its recruitment processes, Porsche AU provides equal employment opportunities meaning that every person has an equal opportunity to find employment based on merit, regardless of their individual attributes such as race, gender, religion, age or sexual orientation. Porsche AU also adopts its commitment to providing equal employment opportunities when managing the career pathways of its staff, meaning every employee has an equal opportunity of promotion and career progression regardless of their individual attributes.

Human Resources

The Human Resources team conducts due diligence on the practices and operations of Porsche AU. Safety risks involved in using third party workers onsite that have not been through Porsche AU's recruitment controls are identified. Porsche AU appointed a dedicated Health, Safety & Environment Advisor in 2022 to implement Porsche AU's safety management system and ensure the safety and wellbeing of all workers across our various sites.

During 2024, third party supplied workers that came into Porsche AU's worksites were, where possible, required to comply with modern slavery obligations along with enabling Porsche AU to verify compliance.

Compliance Management System

Porsche AU operates a Compliance Management System. The management decision was made to include modern slavery as part of the ongoing compliance management system. The Compliance Management System is steered according to agreed targets. The Modern Slavery topic is regularly reviewed by the Procurement and Legal functions that continually report to management as part of the Compliance Management System. Modern slavery will continue to be managed within the regular process of the Compliance Management System.

Whistleblowing

Porsche AU operates an internal and an external whistleblowing system (that involves independent ombudsmen located in Germany). The whistleblowing system is accessible by employees and non-employees, with further details available [here](#).

Porsche AU also operates an internal reporting system via the company's Compliance Helpdesk.

In 2024, Porsche AU provided regular training to staff regarding its whistleblower system and the

Porsche AU Whistleblower Policy, including how to identify reportable conduct (such as unsafe, illegal or unethical activity) and how to report reportable conduct to both Porsche AG and PCA Help Desks.

Procurement

Porsche AU's centralised Procurement function exercises due diligence when on-boarding suppliers by use of a modern slavery questionnaire and where relevant, incorporation of its standard services agreement terms and conditions which include clauses intended to deter modern slavery related practices by the supplier and its sub-contractors.

In 2018, Porsche AU implemented Porsche AG's global Business Partner Checking Tool (BPC Tool) which provides an initial risk assessment and a continuous supplier monitoring system so that Porsche AU can remain abreast of any improper conduct by any of its business partners. In 2024, Porsche AU provided regular training to employees regarding the BPC Tool, including reminders to add existing business partners and all new business partners to the BPC Tool.

A Business Partner Code of Conduct (BP Code) was first published in 2022 which applies to all business partners of PCA and PRGA, including suppliers and consultants. The BP Code was updated during 2024. The purpose of the BP Code is to define Porsche AU's expectations with respect to the manner in which its business partners conduct their business, including compliance with internationally accepted human rights and the prevention of modern forms of slavery and human trafficking in the supply chain. The BP Code is available [here](#).

In 2022, the BP Code was incorporated into Porsche AU's standard supplier terms and conditions. Therefore all suppliers, even those that simply engage with Porsche via purchase orders, are notified of and required to comply with the BP Code and the obligations pertaining to modern slavery. Porsche AU's suppliers are aware of the importance of complying with modern slavery obligations.

Training

In 2024, training was conducted to raise employee awareness of modern slavery risks at Porsche. Legal and Procurement employee awareness and use of the company's controls with regard to modern slavery risks continued throughout the year to ensure that appropriate steps were taken to avoid partnering with suppliers that engage in human rights violations.

Human Rights

Porsche AU strives to respect the human rights of all persons. We believe in this objective and publish this goal in our Code of Conduct for employees as follows: "We respect, protect and promote all regulations in force to protect human rights and children's rights (hereinafter called human rights) as a fundamental and general requirement throughout the world. We reject all use of child labour and forced or compulsory labour as well as all forms of modern slavery and human trafficking. This applies not only to cooperation within our Company but also as a matter of course to the conduct of and toward business partners." (*Section 1. Our responsibility as a member of society - Human Rights*). All managers and employees at Porsche AU are required to support and to honour this objective.

Porsche AU provided staff with business human rights training in 2024, to educate staff with

strategies they can adopt to raise awareness of human rights risks and reporting any risks. Porsche AU also introduced a new page on its website ([here](#)) dedicated to Human Rights with information and links to assist with submitting any human rights complaints to the Porsche AG Human Rights Office.

5. Assessing the effectiveness of such actions

New Porsche AU employees during 2024 were asked to complete the Code of Conduct training by logging into a software platform and completing a quiz at the end of the training to maintain consistency within the organisation. The platform continues to track and record staff that have completed the Code of Conduct training, and any other online training.

Porsche AU conducts annual audits on the use of the BPC Tool to ensure that third party Porsche suppliers are correctly categorised and the level of risk associated with such suppliers has been correctly identified and approved. This process ensures that the effectiveness of the BPC Tool and how employees are using it is assessed. Where the records in the BPC Tool are incorrect the relevant employees are advised and instructed on how to correct the record.

The BPC Tool functionality continuously monitors mainstream news media reports discussing whether a Porsche AU supplier may have been involved in inappropriate practices. Porsche AU considers the reports and may decide to terminate relations with suppliers that have engaged in inappropriate behaviour. If any modern slavery risks are identified using this function Porsche AU would treat this seriously and is likely to engage with the supplier to rectify any inappropriate practices or end the relationship.

Due to Porsche AU's existing measures, and those implemented during 2024 and beyond, Porsche AU expects increased organisational awareness of modern slavery topics underpinned by continued roll-out of supplier engagements, including the aforementioned preventative measures.

6. Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)

PCA's Chief Executive Officer and Managing Director and, Chief Financial Officer and Managing Director, are also the directors of PRGA. The Chief Financial Officer is also PFSA's Company Secretary. These Officers hold regular meetings with PRGA and PFSA management to consult on issues that impact each entity and ensure that each entity consistently applies compliance management procedures.

In addition, the central support functions of Legal & Compliance, Human Resources, Procurement and Finance manage and support the Porsche AU group of entities so that each adheres to the same Group Directives, training and management structure. Group Directives are determined by Porsche AG and sent to PCA to localise for PCA, PRGA and PFSA as applicable and include topics such as whistleblowing, Code of Conduct and confidentiality.

The directors of each of PCA, PRGA and PFSA have been consulted on the preparation of this statement and modern slavery risks and each has approved of this statement as indicated by their signatures appearing at the end of this statement.

Each entity will continue to improve the risk analysis and implementation of the measures raised in this statement to help reduce the risk of modern slavery practices.

7. Include any other information that the reporting entity, or the entity giving the statement, considers relevant.

There is nothing further to report under this section for this year's Porsche AU modern slavery statement.

This Statement was approved by the Directors of each Porsche AU entity who are the principal governing body of each Porsche AU entity:

Signed for and on behalf of Porsche Cars Australia Pty Ltd:



CEO and Managing Director Signature



CFO and Managing Director/Company Secretary Signature

Signed for and on behalf of Porsche Retail Group Australia Pty Ltd:



CEO & Managing Director Signature



CFO & Managing Director/Company Secretary Signature

Signed for and on behalf of Porsche Financial Services Australia Pty Ltd:



Managing Director Signature



Company Secretary Signature

Signature: 

Email: gary.tilley@porsche.com.au

Company: Porsche Cars Australia Pty Ltd

Signature: 

Email: mark.hesketh@porsche.com.au

Company: Porsche Financial Services Australia Pty Ltd

Signature: 

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Company: PORSCHE CARS AUSTRALIA PTY LTD