



## Patterson Cheney Pty Ltd

### Anti-Modern Slavery Statement

2023

## 1. Introduction

Patterson Cheney Pty Ltd and its subsidiaries is committed to ensuring that slavery is opposed in all circumstances.

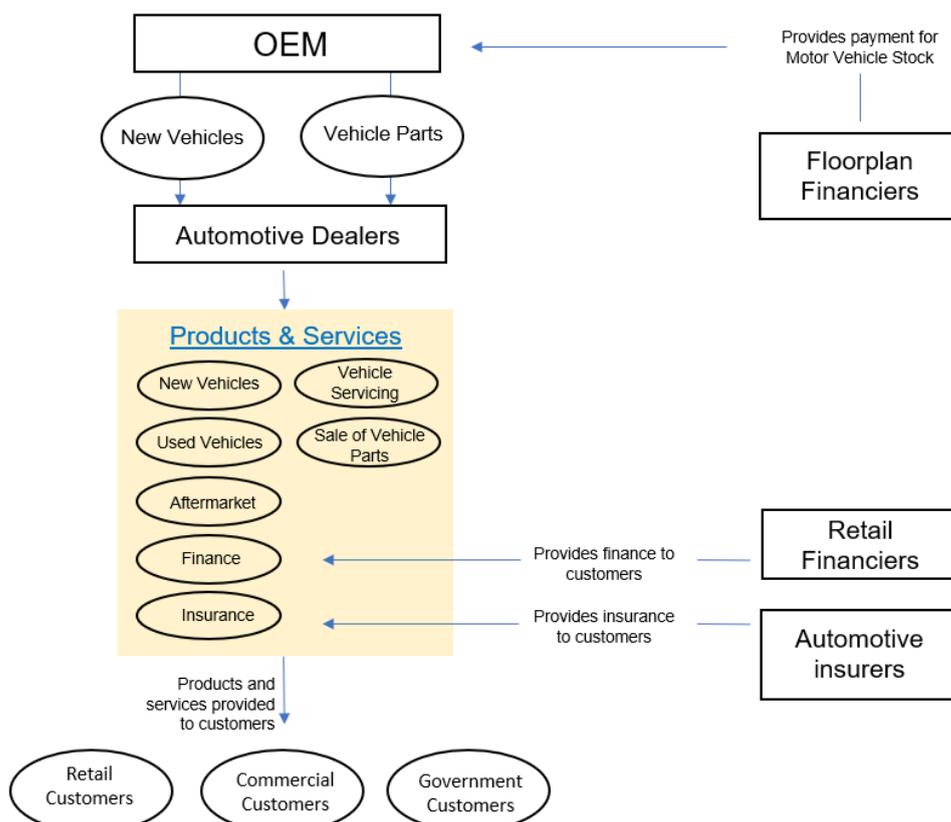
You will see our commitment within this statement as it outlines the steps we took during the financial year ending 30 June 2023 to minimise the risk of modern slavery occurring in our business and supply chains. This is one stage of many that Patterson Cheney will adopt.

## 2. Our Structure, Operations and Supply Chains

Patterson Cheney is an Australian business focused in the sale of motor vehicles, vehicle servicing and repairs, and parts retailing.

Patterson Cheney is a proudly family-owned business that upholds the highest of values. Patterson Cheney operates only in Victoria across 10 sites. Across our business our supply chains includes a variety of goods and services: vehicles and parts, consumables such as oil, fuel and lubricants, logistics and transport services, car washing and detailing services, cleaning. To further explain the unique automotive industry and structure please see the below diagram.

### Overview of the Australian Automotive Dealership Industry

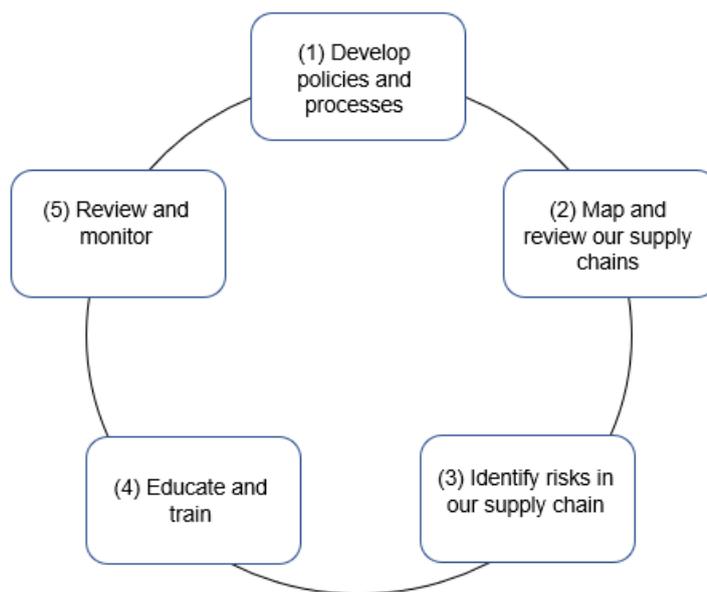


### 3. Our approach to modern slavery

The CEO/MD approved the first Modern Slavery Plan in respect of the FY22 reporting period to focus the Group's responsibilities. This Modern Slavery Policy has been shared with all employees, tabled with both Senior Executive and Board members, within our Risk Committee, and where applicable, our suppliers.

### 4. FY22 Modern Slavery Plan

#### Patterson Cheney modern Slavery Supplier Review Process



### 5. Potential Risks of Modern Slavery in our Supply Chains

Building on our existing policies, this reporting period we focused on the risks of modern slavery practices means the potential for an entity to cause, contribute to, or be directly linked to modern slavery through its operations and supply chains. The nature of being a retailer or seller and through our initial review of our supply chain, approximately 80% of the risk/exposure sits within the OEM businesses.

Our focus in FY22 was to further review internally our business relationships with our suppliers and contractors as a result of the 420 suppliers surveyed in the last reporting period.

With the vast majority of our risk associated with our OEM's, we must not lose sight of other potential risks. Cleaners, car washers and detailers work in a high-risk sector that can often involve the use of unskilled and temporary labour and foreign workers.

In addition, with the introduction of Labour Hire Authority the risk has significantly reduced. Patterson Cheney requires all relevant suppliers to provide labour hire licenses

which are reviewed regularly as well as appropriate insurances.

## 6. Compliance and Action

In line with Patterson Cheney's Modern Slavery policy, we provide employees, suppliers and their families with a confidential, whistleblowing service that is accessible 24/7, 365 days which can be used to report suspected cases of modern slavery.

## 7. Our policies and procedures

Patterson Cheney is in the process (testing and training phase) of rolling out a new contractor management system. Once Operational in 2024 this will allow us to further manage our contractors requirements.

Modern Slavery along with Patterson Cheney's policy and procedures are all outlined and discussed as an part of our extensive on-boarding routine.

In addition to the Modern Slavery Policy, Patterson Cheney maintain several other relevant polices which assist and support the efforts in addressing any modern slavery risks. These include, Whistleblower Policy, Grievance Policy, Workplace Health and Safety Policy and the Code of Conduct.

## 8. Educating our staff and suppliers

Patterson Cheney is in the process of providing further training to Senior Executives, department Managers and relevant employees. This will take place in the reporting period of FY23. In FY22/23 our HR Manager completed further external Modern Slavery training. Prior to and upon submission our Modern Slavery Statement is tabled at our Executive meetings.

## 9. Future steps

Further supplier audits through surveys, employee awareness sessions and continuing to audit Labour Licenses will assist Patterson Cheney to achieve its Modern Slavery objectives. Patterson Cheney will act immediately on any suspected and reported breach of this statement and any relevant policy.

This Modern Slavery Statement was developed with consultation of all covered entities and approved by the board of Patterson Cheney Pty Ltd on the 11<sup>th</sup> December 2023.



**Cameron Bertalli, CEO/MD**