



Modern Slavery Statement

2020

Introduction

The Eagers Automotive Group, including the reporting entities set out in the Schedule (Eagers Automotive Group) recognises the importance of protecting human rights and ensuring that our employees, our customers, those who may be impacted by our activities and those within our supply chain operations are free from all forms of modern slavery, such as forced labour, child labour, debt bondage, human trafficking, abuse of requirements for a minimum living wage and discriminatory employment practices.

Modern slavery describes the serious exploitation of individuals, including situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

Eagers Automotive Group has consulted on this statement and it is provided on behalf of each of those reporting entities set out in the Schedule.

Eagers Automotive Business Structure, Operations and Supply Chain

Eagers Automotive Group is the largest automotive retail group in Australia and New Zealand.

Eagers Automotive Group has a publicly listed parent company incorporated in Australia, with its corporate office located in Brisbane. The Eagers Automotive Group operates car and truck dealerships across Australia and New Zealand. We employ approximately 7,500 people. Additional information about our assets, and our owned and controlled entities is available on our website and in our annual report.

Our core operations consist of the ownership and operation of automotive retail dealerships across Australia and New Zealand. We provide full-service facilities including the sale of new and used vehicles, service, parts and the facilitation of allied consumer finance.

Eagers Automotive Group's supply chain includes the manufacture of motor vehicles and parts, and transportation of the products it sells at our dealership and workshop sites. Eager Automotive Group's supply chain includes:

- Overseas facilities where motor vehicles and parts are assembled;
- the importation of motor vehicles and parts;
- local transportation contractors;
- local contracts for services (for example, labour hire, security, vehicle detailing, cleaning, construction and repair services).

Eagers Automotive Group has contracts with approximately 16,000 vendors annually. A number of these vendors have manufacturing bases in offshore locations

Identifying Risks of Modern Slavery

Eagers Automotive Group have not identified any specific risks of modern slavery which exist in its supply chains. There are some supply chains within the industry however where workers may be more vulnerable to the risk of modern slavery so this will be an area of focus for review.

Eagers Automotive Group Modern Slavery Plan

Eagers Automotive Group seeks organisations that it enters into business with to have ethical workplace practices, and acknowledges that this requires continued commitment and diligence.

Eagers Automotive Group has constituted a standing internal working group comprising key stakeholders across relevant departments (including Property, Legal, Internal Audit, IT, Operational Finance, Fixed Operations and Human Resources) who oversee the development of the Modern Slavery Plan for all entities within the Group.

The Modern Slavery Plan is being developed with focus on the following pillars:



Due Diligence

As part of the Modern Slavery Plan, a supplier survey is being issued to all suppliers of the Eagers Automotive Group. This questionnaire seeks to identify modern slavery risks that may exist in our supply chains, including those that may have arisen as a result of the pandemic.

A supplier database is being used to track responses and data provided for review.

Identifying Risks

The constituted working group is tasked with mapping and risk assessing our supply chains, which will be aided by the information obtained through the due diligence process.

Eagers Automotive Group Modern Slavery Plan (continued)



Responding to Risks

Once any risks are identified, Eagers Automotive Group will formulate its response framework, including the approval of a Modern Slavery Policy.

In addition, there are a number of mechanisms for employees and third parties to report (including anonymously) suspected or actual illegal activity or breaches of Company Policy, including in relation to modern slavery issues. Employees can utilise the internal complaints procedure, while third parties can use an externally operated complaints platform.



Awareness

Education and training of internal stakeholders will continue to be a focus through all stages of the Modern Slavery Plan. This includes through the rollout of the supplier survey, as well as through the development and implementation of the response framework (including the Modern Slavery Policy).

Next Steps and Measures of Success

Eagers Automotive Group considers it is important to review, update and develop its processes in order to minimise the risk of modern slavery occurring in connection with its business and operations. This will be achieved through:

1. reviewing the data collected from the supplier survey and assessing effectiveness of the supplier survey;
2. finalising our Modern Slavery Policy; and
3. continuing to implement the Modern Slavery Plan.

Eagers Automotive Group is committed to continuous improvement with respect to its supply chain and recognises that our company has a global supply chain that exposes it to risks that it may be linked to modern slavery practices through its suppliers.

This statement was approved by the boards of each of the reporting entities set out in the Schedule, on 28 June 2021.

Keith Thornton
Chief Executive Officer
Eagers Automotive Limited

Schedule of Reporting Entities

ACM Liverpool Pty Ltd
Adtrans Automotive Group Pty Ltd
AHG Newcastle Pty Ltd
AHG WA (2015) Pty Ltd
AP Ford Pty Ltd
AP Motors (No. 3) Pty Ltd
Austral Pty Ltd
BASW Pty Ltd
Bill Buckle Autos Pty Ltd
Cardiff Car City Pty Ltd
Easy Auto 123 Pty Ltd
Essendon Auto (2017) Pty Ltd
Falconet Pty Ltd
Highland Autos Pty Ltd
MB Vic Pty Ltd
MCM Sutherland Pty Ltd
Motors Tas Pty Ltd
Perth Auto Alliance Pty Ltd
Shemapel 2005 Pty Ltd
SWGT Pty Ltd ATFT SWGT Unit Trust
Zupps Aspley Pty Ltd
Zupps Southside Pty Ltd