

MAJOR MOTORS PTY LTD
AS TRUSTEE FOR MAJOR MOTORS UNIT TRUST
MODERN SLAVERY STATEMENT

This Statement has been prepared in accordance with the Commonwealth Modern Slavery Act 2018 and it identifies the steps undertaken by Major Motors Pty Ltd during the reporting period to confirm that the risk of Modern Slavery within our operations and supply chain is minimal.

1) Reporting Entity -

Major Motors can be traced back to 1934 when Mr Young bought Attwood Motors in Stirling Street, Perth and started selling Chevrolet and Bedford trucks. Over the next half a century, thousands of Bedfords and then Holden light commercials were sold as the company evolved into Major Motors in 1971. It secured the Isuzu-General Motors franchise in 1972 and has focused solely on the Isuzu range since the early 1980's.

Proudly a West Australian owned family business, Mr. Young's grandson is still involved in the business along with their partner and Managing Director Bob Pearce who has been with Major Motors since 1971. Several of Major Motors staff have also been with the company over 25 years.

Major Motors has a continual commitment to client service, and this has been recognised by Quality Assurance accreditation to the latest standards. We are constantly reviewing the QA Management System to maintain a high level of customer service. Honesty and integrity over many years are the hallmark of this successful company and its many, long-term employees are testimony to this.

2) Structure, Operations and Supply Chains –

Major Motors operations and locations are as follows:

Forrestfield – the main location and the largest, selling new Isuzu Trucks, Used Trucks, Parts and Servicing and where the main Administration section is based. Forrestfield is also an authorised vehicle inspection location.

Bibra Lake – Selling New Isuzu Trucks and New Isuzu Utes, Used Vehicles, Finance, Parts and Servicing and a smaller administration team. Bibra Lake has also recently become an authorised vehicle inspection location.

Malaga – Parts and Service Operations

Port Hedland – Parts and Servicing.

In addition to the above Major Motors Pty Ltd operates a separate dealership in the Picton area, near Bunbury trading as South West Isuzu.

This location sells New Isuzu Trucks and New Isuzu Utes, Used Vehicles, Finance and Parts and Servicing.

Major Motors main supply chain includes the vehicle manufacturers Isuzu Australia Limited and Isuzu Ute Australia Pty Ltd as well as several large body builders who we have long term relationships with.

3) Risks of Modern Slavery in the Supply Chain –

The major risks within our supply chain are considered to be the vehicle manufacturers whose operations are complex and may involve supply from several different countries. However, we consider these risks to be low as these vehicle manufacturers have their own anti-slavery practices in place.

Major Motors also has long term business dealings with several other large suppliers and steps taken to mitigate risks with these, is described below.

Furthermore, we have determined other risk areas with lower value suppliers including contract cleaners and detailers.

4) Actions Taken by Major Motors to Address Risks of Modern Slavery –

The largest and most at-risk suppliers have been identified and assessed by reviewing their own Modern Slavery Statements and/or contacting them by questionnaire to get assurance that they are taking steps to eliminate Modern Slavery within their supply chain.

In addition, a Supplier Code of Conduct is sent to suppliers which addresses our expectations of them.

Our non-acceptance of Modern Slavery is communicated to all suppliers and contractors at the commencement of our business with them and thereafter reinforced on a regular basis. The latest communication took place November 2021 to all suppliers.

A committee has been established by Major Motors and Modern Slavery has been discussed at Management Meetings.

Our employees have also been made aware of our efforts to stamp out any form of discrimination or harassment within our control including Modern Slavery and discrimination on such as racial or gender grounds.

5) Assessing the Effectiveness of Actions Taken –

Senior management assess annually the effectiveness of the current policies and procedures in relation to Modern Slavery and change or add to this where necessary. Similarly, the Modern Slavery Statement will be reviewed annually. This assessment took place at Management level at a meeting Wednesday 3rd November, 2021.

Supplier questionnaires are sent out and follow-up is undertaken to ensure that adequate replies have been received.

This forms part of our Internal Quality Assurance auditing schedule.

Furthermore, if any such practices are identified either within Major Motors or any of the organisations/individuals that we conduct business with, we encourage employees to

come forward and they are aware of grievance procedures through their Supervisors or Managers or our Human Resources Officer.

As part of our induction process and throughout their employment, staff are trained to treat other employees and business associates with due respect, and also to comply with and abide by any applicable laws and standards.

All employees of Major Motors are paid at least the Minimum Wage and applicable Award rates, and all have the right to work in Australia.

Major Motors Pty Ltd has over 200 employees across the locations mentioned above.

6) Consultation Process –

This Policy has been discussed at Management Meetings and has been ratified by the Owners/Directors.

The Policy will be reviewed on an Annual basis and changes or additions will be made as is necessary.

7) Other Relevant Information –

This Statement has been ratified by Senior Management of Major Motors Pty Ltd and the Statement has been signed below by the Managing Director.

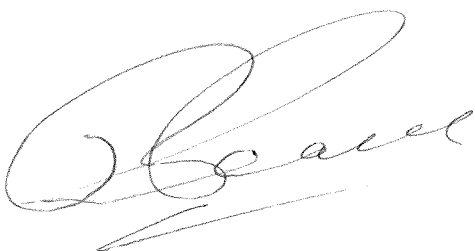
Department Managers Meeting – Wednesday 3 November 21

“The Modern Slavery Policy is due for renewal and updating on the Australian Border Force web-site and was tabled for acceptance at the Meeting (R A Pearce will sign on behalf of the Board of Directors). The surveys to suppliers are to be resent later this week.”

Subsequent to the Managers Meeting, the principal governing body of Major Motors (the Board of Directors) held a meeting Thursday 25 November, 2021 at which R A Pearce tabled the signed statement and this was Minuted and approval given to submit the signed statement for approval by Australian Border Force.

The Statement will be reviewed and updated annually and will be included on the Major Motors website and will be sent to the Australian Border Force for approval and publication on the online central register.

This Modern Slavery Statement was approved on behalf of the Board of Directors of Major Motors Pty Ltd by Robert Pearce (Managing Director) on 25 November 2021.



Robert Arthur Pearce

Managing Director