

## **POLICY STATEMENT**

The Motus Australia Group, including the reporting entities listed below, recognises the importance of protecting human rights. Our Group is committed to ensuring that our employees, our customers, those communities in which the group operates and those within our supply chains are free from all forms of modern slavery. We recognise that modern slavery can occur in many forms and can include forced labour, child labour, debt bondage, human trafficking, and other discriminatory employment practices.

We are committed to operating responsibly and establishing and adhering to the highest ethical standards by not tolerating any forms of slavery or human trafficking in our business operations and supply chains. Motus Australia is committed to complying with its obligations under the Modern Slavery Act 2018 relating to the detection and prevention of modern slavery.

The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

This policy is provided on behalf of all controlled entities in the Motus Australia Group and are listed below after consultation with all entities.

## **STRUCTURE AND OPERATIONS OF OUR BUSINESS**

Motus Australia is a wholly owned subsidiary of Motus Holdings Ltd, a public company, listed on the Johannesburg Stock Exchange. We have operations throughout New South Wales and Victoria that principally retail new and used motor vehicles, related parts and accessories, the servicing and repair of motor vehicles and the offering of financial service products aligned to the sale of motor vehicles. This is our core business.

We represent 27 foreign manufacturers of motor vehicles and their parts and accessories through our retail network, and employ around 716 people in our owned and controlled entities. Our locations and business units can be found on our website – [www.motusau.com](http://www.motusau.com).

Our supply chain includes the manufacture of motor vehicles and the related parts, the transportation and storage of these goods from foreign countries through Australian ports, along local transportation networks to our retail sites. We also source goods and services locally from suppliers in areas that we operate for security, cleaning, body building, stationery, IT services and other goods and services necessary to operate the business units. For the most part, Motus Australia does not deal with any foreign suppliers directly, and all goods and services are procured from within Australia.

## **IDENTIFYING RISKS IN OUR SUPPLY CHAIN**

Motus Australia has not identified any specific risks of Modern Slavery within its supply chains.

There are some supply chains within the industry however where workers may be more vulnerable to the risk posed by Modern Slavery, and is an area of focus for compliance. These have been identified as follows:

- Staff wages and benefits not aligning with industry awards and other regulations.
- Our employment of immigrant labour from recruiting organisations through payment of wages not being fair and equitable.
- Suppliers in the areas of detailing, cleaning, security, and transportation services not treating their employees in line with these principles.
- Long international supply chains where we have little knowledge or oversight.

## PLAN OF ACTION

Senior management are to provide oversight and work collaboratively with suppliers to ensure that the expectations and standards of the Motus Australia are understood, and that potential exposure to human rights risks is minimised. This will involve the performance of a due diligence around the identified risk areas:

- The Human Resources function will confirm that all wages are paid in conformance to industry awards and other regulations.
- The Human Resources function will confirm that the employment terms of immigrant labour conform with earnings and benefits of non-immigrant labour and that no onerous terms or obligations exist.
- That suppliers in the areas of cleaning, security and transportation complete a declaration indicating compliance to Modern Day Slavery principles.
- That our large suppliers have completed their own Modern Slavery Statement.
- Actively promote awareness and training to staff so that they can be aware of our policy and also monitor compliance by our suppliers by:
  - o Strategically hanging posters in high traffic areas making our staff aware of the existence and risk of Modern Slavery
  - o Deploying Modern Slavery awareness screen savers throughout the Motus Australia IT infrastructure
  - o Sharing examples of Modern Slavery examples as they are published in the press.

Further to the above, employees and external parties have access to our “Speeki” platform, being a mechanism for reporting to 2 independent bodies within the Motus Australia and Motus Holdings of any non-compliant activities within Motus’ supply chain.

We also include testing and risk identification of our compliance into our internal audit function.

## RESPONSIBILITY and REPORTING

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

The prevention, detection, and reporting on modern slavery in any part of the Company’s business is the responsibility of all those working for the Company or under the Company’s control. As an employee of Motus Australia, you are required to avoid any activity that might lead to a breach of this policy.

Senior management will report to:

- the Finance and Risk Review Committee to indicate that they have performed the appropriate due diligence with regard to Modern Day Slavery on an annual basis. This committee will provide the appropriate oversight on behalf of the Board.
- the Minister detailing our annual statement.
- the Public by making our statement available on our website.

If any breaches are identified, or we have reasonable grounds to suspect that modern slavery of any form exists, we would take the following course action:

- Evaluate the severity of the breach, and seek expert advice
- If the breach is determined to be severe, assess if Motus Australia can exit the supply relationship without risking further harm to the victims, or

- If not severe, or if the relationship cannot be exited without placing further harm to the victims, Motus Australia will work with the supplier to develop an improvement plan and associated audits at regular intervals in order to improve their performance and compliance.

### **ASSESSING OUR EFFECIVENESS**

Motus Australia Management reviews all risks within its operations at a Board Level every 6 months, and at an operational level daily, and is committed to continuous improvement within its supply chain.

In 2024, a campaign of awareness was undertaken by performing a survey of 1,023 suppliers considered to be of risk in the supply chain. To assess effectiveness, management has undertaken to perform a thorough review of attitudes towards Modern Slavery within its supply chain, and further assess risks based of the accumulated submissions received.

Motus Australia recognises that its activities can't fully eliminate modern slavery risks in our supply chain, and that management must continue to refine its operations. A mindset of continuous improvement is at the core of Motus Australia's mindset, as we make continuous improvement is the Modern Slavery space, refining our processes as a journey and not a destination.

**APPROVED BY THE BOARD**



**Signed by Keith Laing – Company Secretary  
On behalf of the Board  
31/12/2024**

**SCHEDULE OF ENTITIES CONTROLLED BY MOTUS AUSTRALIA and COVERED BY THIS STATEMENT:**

- AMHA Finance Pty Ltd
  - o Liquid Capital
- AMHA Properties Pty Ltd
- Australian Automotive Group Pty Ltd
  - o Titan Ford
  - o Power Ford
  - o City Ford – Alexandria
  - o City Ford – Rockdale
  - o City Ford – Ryde
  - o Cumberland Ford
  - o Rockdale City Chery
  - o Brookvale Mitsubishi
  - o Castle Hill Renault
  - o Sydney City Suzuki
  - o Castle Hill Isuzu Ute
  - o Rockdale City Kia
  - o Ryde GWM Haval
  - o Cumberland Suzuki
  - o Hillis Ford
  - o Riverina BMW
  - o Riverina Peugeot
  - o Hillis Ssangyong
  - o Hillis Citroen
  - o Riverina Nissan
  - o Riverina Volvo
  - o Riverina Kia
  - o Audi Centre Riverina
  - o Riverina Volkswagen
  - o Cumberland LDV
  - o Ryde Hyundai
- Ballarat MJLR Pty Ltd
  - o Ballarat Mazda
- Ballarat Motor Holdings Pty Ltd
  - o Ballarat Audi
  - o Ballarat Skoda
  - o Ballarat Isuzu Ute
  - o Ballarat Opposite Lock
  - o Ballarat BMW
  - o Ballarat Honda
  - o Ballarat Subaru
  - o Ballarat GMSV
  - o Ballarat LandRover Jaguar
- Gippsland Motor Group Pty Ltd
  - o Gippsland Mercedes Benz
  - o Traralgon Mitsubishi
  - o Traralgon Isuzu Ute
  - o Traralgon Holden
  - o Traralgon GMSV
  - o Leongatha Isuzu Ute
- Motus After-Market Parts Australia Pty Ltd
- Motus Australia Pty Ltd
- Pakenham Mega Motors Pty Ltd
  - o Pakenham Isuzu Ute
- Traralgon Motor Group Pty Ltd
  - o Traralgon Subaru
  - o Traralgon Mazda
  - o Leongatha Subaru
- VSL Motors Pty Ltd
  - o Gippsland Peugeot
  - o Gippsland LandRover and Jaguar
  - o Gippsland Suzuki
  - o Traralgon Volkswagen
  - o Gippsland MG