

## Modern Slavery Statement

### Reporting Period of 1 January 2023 to 31 December 2023

This revised statement was finalised on 05 February 2025 to comply with the requirements set out in section 16 of the *Modern Slavery Act 2018* (Cth). The revisions include significant amendments and additions to the following sections:

2. Our Structure, Operations, and Supply Chain;
3. The Risks of Modern Slavery Practices;
4. Assessing and Addressing Potential Risks;
5. Measuring the Effectiveness of Actions Taken;
6. Our Governance; and
7. Process of Consultation.

#### 1. About this Statement

This Modern Slavery Statement is made pursuant to section 13 of the *Modern Slavery Act 2018* (Cth) (the **Act**) by MOBIS Parts Australia Pty Limited (ACN 107 778 156) (**Mobis Australia, the Company**) and relates to the reporting period of 1 January 2023 to 31 December 2023.

Modern slavery encompasses slavery, servitude, forced labour, human trafficking, forced marriage, child labour and debt bondage. Mobis Australia is committed to preventing modern slavery and human trafficking in all aspects of our business operations. We are dedicated to conducting business ethically, transparently and with integrity. This statement reflects our ongoing commitment to ethical operations and accountability in all areas of business.

#### 2. Our Structure, Operations and Supply Chain

##### Structure

Mobis Australia is an Australian private company limited by shares, and is a wholly owned subsidiary of Hyundai Mobis Co Ltd (**Mobis Korea**), headquartered in Seoul, Republic of Korea. The corporate group is collectively referred to as the **Mobis Group**.

Mobis Australia does not own or control any other entities, and does not trade under any other names or brands.

The Company employs over 100 workers across office and warehouse roles, supporting its operations in Australia. Mobis Australia's registered office is located in Eastern Creek, New South Wales.

##### Operations

Mobis Australia operates in the automobile parts and services industry, distributing spare parts and accessories for Kia and Hyundai vehicles across Australia, as well as Hyundai vehicles in New Zealand and other Pacific Islands. The Company owns a 30,000 sqm warehouse for storing parts. Our operations involve collaboration with both domestic and international suppliers, ensuring the integrity and compliance of our business practices in all regions we serve.



77 Peter Brock Drive, EASTERN CREEK NSW 2766  
P.O. BOX 611, BLACKTOWN NSW 2148  
Tel: +61 2 8822 8777 Fax: +61 2 8822 8778

#### Supply Chains

Mobis Australia's network spans both domestic and international markets. Key suppliers of spare parts are affiliated entities located in Korea, Europe, and India, while key suppliers of accessories are primarily based in Australia. Mobis Australia maintains long-term relationships with the majority of its suppliers, fostering stability and collaboration across its supply chain.

### **3. The Risks of Modern Slavery Practices**

Mobis Australia operates in the automobile parts and accessories sector, primarily sourcing products that are manufactured overseas and imported into Australia for distribution. We acknowledge that there are inherent risks associated with a lack of visibility further upstream of the supply chain, particularly in relation to labour standards. As part of our commitment to addressing these risks, we actively monitor and assess areas where modern slavery practices may be a concern.

Mobis Australia's main supplier is Mobis Korea, which adheres to the Mobis Group's comprehensive policies and procedures, including conducting regular risk assessments and due diligence on its own suppliers. Compliance is enforced through an extensive Code of Conduct that addresses various issues related to modern slavery and mandates adherence from all suppliers. Notably, the Republic of Korea is classified as a low-risk jurisdiction in the 2023 Global Slavery Index, which informs our ongoing risk management practices. In addition to Mobis Korea, we engage with related companies based in Europe and India. These suppliers are governed by Mobis Group's policies, including our Human Rights Policy and Codes of Conduct. Our European suppliers, who are required to comply with modern slavery compliance obligations under both U.K. and relevant E.U. legislation, undergo periodic audits to ensure compliance with these standards.

While the Republic of Korea, and especially India, are considered higher-risk jurisdictions for modern slavery compared to Australia, the spare parts and accessories manufactured in these countries are produced by related companies that maintain rigorous compliance with local labour laws. These companies also uphold Codes of Conduct and ethics that address the risks of modern slavery within their operations.

### **4. Assessing and Addressing Potential Risks**

#### Our Policies on Modern Slavery and Human Trafficking

Mobis Australia have implemented a range of policies that reflect our commitment to operating responsibly and ethically. These include but not limited to:

- Code of Conduct – Outlines our commitment to ethical and transparent business practices and sets clear expectations to employees; and
- Whistleblower Policy – Provides safe and confidential way for employees to report concerns about unethical practices, including any indication of modern slavery.

Our supplier procurement assessment processes require existing and new suppliers to comply with applicable anti-slavery and human trafficking legislation. This is done by way of the Code of Conduct, or otherwise incorporated into our standard supply contracts. These contractual obligations are designed to minimise the risk of modern slavery practices within

our supply chain and ensure that our suppliers uphold the highest standards of ethical conduct.

Furthermore, Mobis Group enforces a group-wide human rights policy and Code of Conduct that strictly prohibit child and forced labour. Through these policies, suppliers are also required to comply with all applicable laws and regulations in the regions where they operate, including those governing fair wages and employment conditions.

#### Due Diligence Processes

Mobis Australia undertakes due diligence processes to identify, assess and address potential risks of modern slavery within our business. Our approach includes but not limited to:

- Risk assessments to identify high risk areas within our operations and supply chains;
- Audits and assessments to evaluate compliance with our standards on labour rights;
- Ongoing engagement with employees and suppliers to promote ethical practices and ensure alignment with our standards and policies; and
- All new suppliers, particularly key suppliers, are required to complete our Modern Slavery Supplier Questionnaire as part of the onboarding process.

#### Training and Awareness

We provide training to our employees to enhance their awareness of modern slavery risks, emphasising the importance of vigilance in identifying and preventing such practices within our operations and supply chains. The training is delivered through online modules.

### **5. Measuring Effectiveness of Actions Taken**

Mobis Australia follows the measures implemented by the Mobis Group to assess the effectiveness of our actions in addressing modern slavery risks and ensuring ethical practices across our operations and supply chain. These measures include:

- (a) Human Rights Policy Evaluation: The Mobis Group's Human Rights Policy includes a comprehensive evaluation process to assess workplace environments, conditions, and human rights standards. This process, which is conducted by Mobis Korea, identifies areas for improvement and implements corrective action plans, including third-party audits where necessary.
- (b) Business Partner Compliance: As part of our commitment to ethical practices, Mobis Group requires business partners to demonstrate compliance with the Code of Conduct. This is verified through regular inspections and assessments, managed by Mobis Korea.
- (c) Annual Supply Chain ESG Inspections: The Mobis Group conducts annual ESG (Environmental, Social, and Governance) inspections of our major business partners to ensure adherence to sustainability and human rights standards.
- (d) Annual Employee Surveys: We conduct annual employee surveys to gauge the effectiveness of our efforts in maintaining a socially responsible and fair work environment. These surveys help identify areas where we can enhance our workplace practices.

- (e) Corporate Culture Evaluation: An annual survey conducted by the Mobis Group assesses the corporate culture across our organisation, ensuring that our values align with our commitment to human rights and ethical business conduct.

The Mobis Group is committed to continuously improving its risk assessment and due diligence processes. By analysing trends in human rights risks, we ensure that our efforts remain focused on addressing the most critical areas of concern and safeguarding the rights of all individuals in our supply chain.

#### **6. Our governance**

We have the following governance structures in place to support the Mobis Group to identify, address and mitigate or remedy modern slavery risks in our operations and supply chain:

- (a) Regulation & Certification Task Force Team at the Mobis Korea level, responsible for the oversight of regulatory compliance and governance including management of modern slavery risk within the wider Mobis Group; and
- (b) Mobis Australia local governance team, comprised of the managing director and HR manager, responsible for compliance and risk mitigation within Australia.

#### **7. Process of Consultation**

Mobis Australia does not own or control any other entities and therefore this criteria is not applicable.

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This statement was approved by the Board of Directors for Mobis Parts Australia Pty Limited (ACN 107 778 156) on 05 Feb '2025



**Mr Josh Song**  
**Chief Financial Officer**  
**Mobis Parts Australia Pty Limited**