MODERN SLAVERY STATEMENT

2025

eagers automotive

Eagers Automotive Limited
ABN 87 009 680 013

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1 About this Statement

Introduction

Eagers Automotive Limited (ACN 009 680 013) is pleased to present this joint statement in conjunction with each of the reporting entities set out in Appendix B (Eagers Automotive Group).

This Statement outlines the continued efforts and actions the Eagers Automotive Group has taken during the reporting period of 1 January 2025 to 31 December 2025 to identify, assess and address modern slavery risks in its business operations and supply chain.

Consultation

Eagers Automotive Group has an integrated operational management and corporate governance framework incorporating key functions such as HR, Safety, Finance, Legal, Audit and Risk, as well as a shared executive management team. This Statement was prepared in consultation with relevant key stakeholders across the Group, including via the Modern Slavery Working Group which has multi-functional representation.

Approval

In accordance with the requirements of the Modern Slavery Act 2018 (Cth), this Statement was approved by the Eagers Automotive Limited Board on 26 May 2026 and is signed by the Board Chair and the Chief Executive Officer.

Tim Crommelin
Chairman

Keith Thornton
CEO



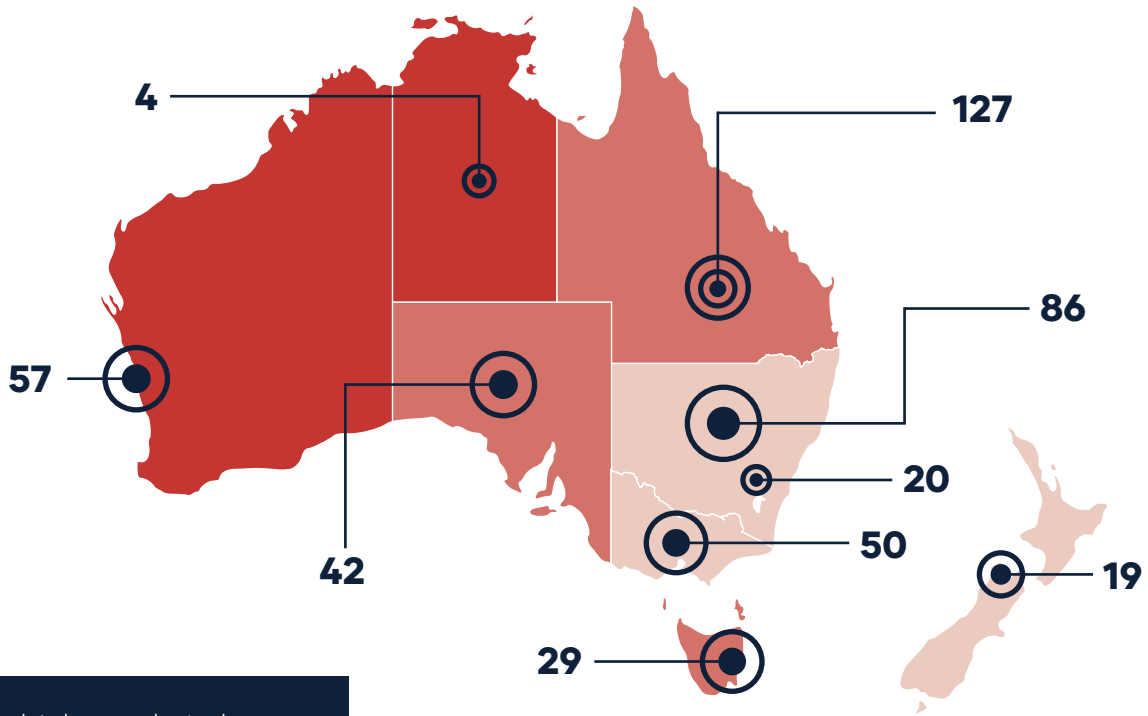
2 About Us

Our Structure, Operations and Supply Chain

Our Structure

With a long and proud history of over 113 years, Eagers Automotive Group is the largest automotive retail group in Australia with almost 14% new vehicle market share in FY25. The Group has a publicly listed parent company incorporated in Australia, with its corporate office located in Brisbane, Queensland.

During the reporting period, the Eagers Automotive Group comprised approximately 122 wholly owned subsidiary entities, the majority incorporated in Australia, with the remaining incorporated in New Zealand, where our operations extend. Our subsidiary entities undertake a range of functions and activities in support of Group operations, including the operation of over 434 dealerships and service centres.



New vehicle market share has grown to

13.9%

with 54 brand partners

Our Strategy and Values

The Eagers Automotive Group's activities, operations, actions and behaviours are underpinned by our corporate values and aligned to our corporate strategy, including our sustainability strategy.

Our Values

Our company values express the standards and behaviours expected of all Eagers Automotive Group members.

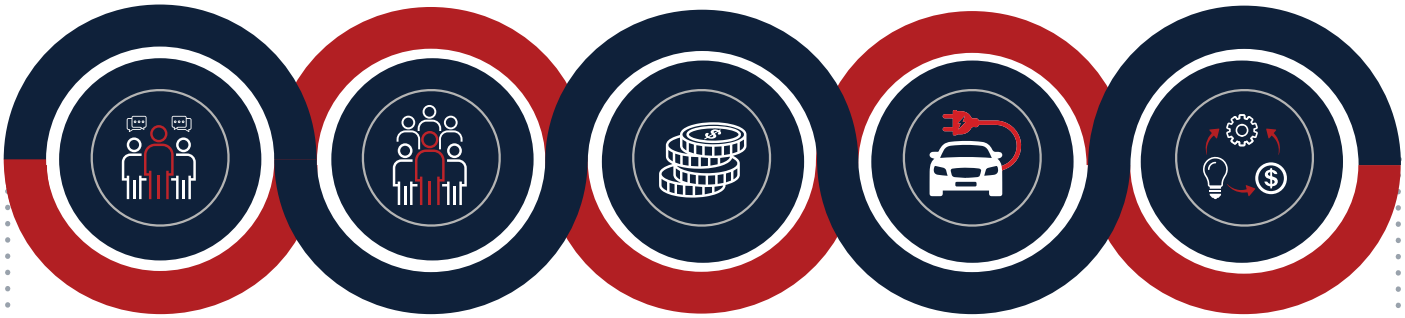




Our Strategy

Our NEXT100 Strategy is to provide integrated mobility solutions for the next 100 years.

OPTIMISE | **DEVELOP** | **GROW**



Engage Our Customers, Everywhere

Online

In shopping malls

In multi-brand service hubs.

At home. At work.

Our flexible owned and leased property portfolio allows us to continue to evolve to fit our customer's lifestyles, circumstances, wants and needs.

Redefine Our Workforce

Our workforce:

Redefined and reimagined, based on our customer's journey.

This transformation is aimed at delivering an all-new and vastly superior customer experience on a more sustainable and productive cost base.

Deliver Optimised Vehicle Finance Solutions

Capitalise on the unique position our industry occupies in the distribution of motor vehicles, with the aim of becoming the preferred provider of automotive and mobility finance solutions.

Deliver ultra-competitive, highly tailored finance solutions sourced from our extensive funding relationships.

Support Innovation

Support our partners to introduce ACE (autonomous, connected and electric) and other emerging product and service innovations.

Our partners cover circa 95% of the total market for new vehicles in Australia are at the forefront of design, performance and innovation.

Reinvest With Discipline

Disciplined use of shareholder funds combined with rigorous review of existing and new operations to support an unrelenting focus on long-term wealth creation.

Utilise balance sheet strength to capitalise on evolving and emerging market trends.

Exceed Stakeholder Expectations

Customers. Employees. Partners. Shareholders. Community.

Our Sustainability Strategy

Sustainable Together

Our sustainability vision is to be the most admired automotive retailer by delivering sustainable growth through the optimisation of our operations, our people and our environment.

Mission and Goals



People

To attract and retain the best people, deliver superior customer service and support sustainable communities, all on a balanced and productive cost base and within a safe environment.

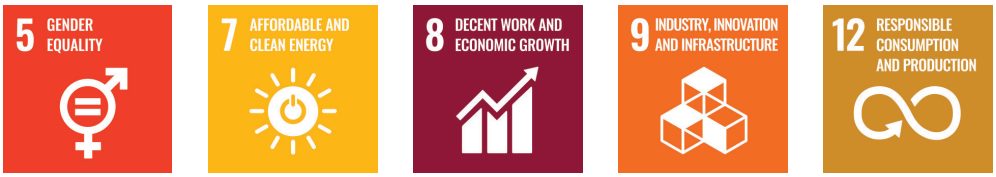
Planet

To reduce our impact on, and where practicable enhance the environment through operational optimisation and collaborative partnerships.

Performance

To build a resilient business that can withstand and adapt through market cycles as well as grow and thrive in the face of change and disruption.

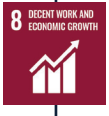
Our sustainability strategy highlights the following five United Nations Sustainable Development Goals (UN SDGs) as reflecting the areas we believe the Group is best placed to contribute and align:



Two of these UN SDG goals align with the elimination of modern slavery practices.



UN SDG 5 - Gender Equality aims to end discrimination, violence and exploitation of women and girls, and encourages the adoption and strengthening of policies and legislation that promote gender equality and the empowerment of women and girls.



UN SDG 8 – Decent Work and Economic Growth aims to protect labour rights and promote safe and secure working environments for all workers, including migrant workers and those in precarious employment. This goal also encourages companies to take effective measures to eradicate modern slavery practices.

Operations

Our People

During the reporting period the Eagers Automotive Group employed 8,807 people – 8,472 in Australia and 335 in New Zealand[1]. The majority of employment engagements at dealership level are direct engagements. The Group sources temporary labour on an as-needed basis from both labour hire and outsourced recruitment agencies, including the recruitment of foreign workers in technical trades. Recruitment agencies also provide ongoing assistance with sourcing talent for permanent and contract professional placements.

8,472
employees in Australia

335
employees in New Zealand



Our Operations

The Group's core operations consist of the ownership and operation of automotive retail dealerships and service centres across Australia and New Zealand, with our main operations in Australia located in Brisbane, regional Queensland, Adelaide, Alice Springs, Darwin, Melbourne, Perth, Sydney, the Newcastle/Hunter Valley region of New South Wales, ACT and Tasmania, and Auckland in New Zealand. The Eagers Automotive Group represented 54 automotive brands (new car sales) during the reporting period.

As well as the sale of new and used vehicles, our principal activities consist of the distribution and sale of parts, accessories and car care products, provision of finance and insurance products, the repair and servicing of vehicles and property ownership and investments.

Supply Chain

The Group's operations are further supported through key partnerships with third parties, including with OEMs, financiers and landlords. Our 250 largest suppliers by dollar value (including OEMs) make up just over 70% of the Group's total procurement spend and are largely suppliers through which the Group has stable, long-term supply arrangements.

The procurement of ancillary services is largely site based, occurring through corporate offices and individual dealerships and service centres. In total, during 2025 the Group engaged approximately 11,000 suppliers to provide goods and services across our Australian operations.

A number of regional and Group-wide procurement activities are in place for key products and services such as after-sales products, workshop supplies, fuel and financing.

Eagers Automotive Group's supply chain includes:

- Manufacture and assembly of motor vehicles and parts (predominantly in offshore locations)
- Importation of motor vehicles and parts
- Local transportation contractors of vehicles and parts to dealerships and service centres
- Local contracts for services (for example, labour hire, security, vehicle detailing, cleaning, construction and repair services)
- Provision of professional services such as auditors, consultants, legal advisors and recruitment agencies.

Our largest categories of supply chain expenditure are:

- Vehicles (new and used)
- Vehicle parts
- Outsourced services (such as cleaning, property maintenance and security).

Other expenditure includes:

- Consumables (vehicle related – fuel, oil, paint, lubricants)
- Vehicle services (transport, storage, car washing and detailing).



Through our modern slavery supplier survey, which was issued to high spend suppliers and those we determined to be higher risk for modern slavery practices due to industry participation or goods or services provided, we identified that goods being supplied to the Group were manufactured or purchased from countries including Australia, New Zealand, China, Germany, India, Japan, Malaysia, Philippines, Singapore, the United Kingdom, Japan and the United States of America.



3 Risks of Modern Slavery in Operations and Supply Chain

Our Risk Management Approach

We acknowledge that modern slavery risks have the potential to expose businesses on multiple fronts – legal risks arising from regulatory reporting and allegations of human rights breaches, reputational damage, investor scrutiny of social credentials, and the erosion of customer and employee trust and value alignment.

The Board is responsible for ensuring that a robust risk management framework is in place for both financial and non-financial risks. This includes maintaining effective systems for risk management, audit, and compliance to safeguard assets and to ensure the Group operates ethically and prudently within a strong culture of compliance. Through the Board-approved enterprise risk management (ERM) Framework, risks— including sustainability risks—are systematically identified, assessed, prioritised, and monitored. The framework categorises risks across seven interrelated impact areas, providing a comprehensive view that goes beyond purely financial aspects.

The ERM Framework is aligned with ISO 31000:2018 Risk Management Guidelines and the Group's Risk Management Policy. The Group's executive leadership team (ELT) conducts semi-annual risk reviews to update the Group Risk Profile, monitor movements in risk exposure, identify any pervasive risks across regions and functions, and determine whether certain risk impacts should be aggregated for oversight. Additionally, the ELT and supporting functions continuously monitor regulatory developments, industry trends, and other external factors.



The Group's Risk Management Process involves five key steps:

Step 1: Establish Context

Risks are identified by considering changes in external and internal context and indicators of emerging risks. Risk review meetings with the business are conducted on a semi-annual basis to identify, monitor and assess whether risks are isolated or systemic across the Group. This bottom-up process enables support functions and regional operations to report on emerging risks, including sustainability and human rights risks.

Risk identification also occurs through strategic planning, business performance reviews and regulatory updates. Risk thresholds are set in the Group's appetite statement for each specific risk category.

Step 2: Evaluating Risks

Risks are analysed using a risk matrix that plots likelihood against impact, determining the final rating and guiding prioritisation of management actions. Key exposures are reviewed through workshops and stakeholder meetings, resulting in a short list of risks which are qualitatively rated and integrated into the Group's risk profile. These are formally reviewed bi-annually.

Step 3: Risk Mitigations

Management develops and implements risk management plans and controls for individual risks, specifying required actions, resources, responsibilities and timelines for completion and review.

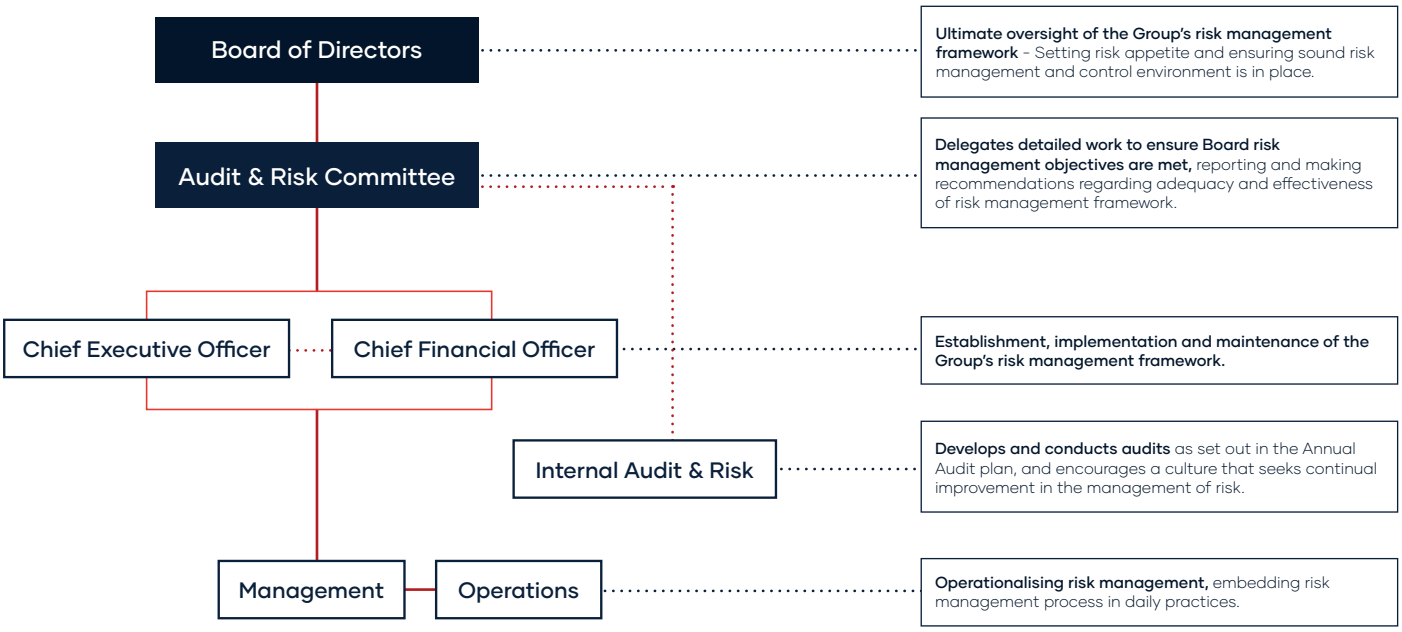
Step 4: Monitoring, Review and Reporting

Risks and controls are assessed bi-annually and presented to the ELT for review, then reported to the Audit and Risk Committee (ARC). The ARC reviews and makes recommendations to the Board regarding the adequacy and effectiveness of risk management and internal control systems.

Step 5: Roles and Responsibilities

The Group's Risk Management Policy defines the scope of risk management and assigns key roles and responsibilities across the business.

The diagram below sets out the roles and responsibilities of key risk management functions within the Group.



The Group's risk management and corporate governance frameworks are supported by a suite of accompanying policies, procedures and practices which are subject to ELT and/or Board approval or oversight, a number of which relate to modern slavery protections.

These include:

- Appropriate Workplace Behaviours Policy
- Code of Conduct (Employee)
- Complaints Management Policy
- Diversity, Equity and Inclusion Policy
- Employee Handbook
- Modern Slavery Policy
- Supplier Code of Conduct
- Whistleblower Policy
- WHSE Policy and procedures
- Risk Management Policy and Framework

These policies and documents are available on the Group's intranet and / or our company website.

Further, Eagers Automotive Group's internal Modern Slavery Working Group comprises key stakeholders across relevant departments (including Legal, Internal Audit and Risk, IT, Operational Finance, Fixed Operations, Safety and Human Resources) who oversee the implementation of the Group's modern slavery commitments.

The Group's Sustainability Steering Committee is cross-functional and comprised of senior leaders and subject matter experts tasked with identifying sustainability initiatives that support the Group's sustainability strategy and goals and driving performance of these activities.

Identifying Risks in Operations and Supply Chains

We continue to consider how our operations and supply chains might cause, contribute to, or be directly linked to modern slavery.

Operations

In 2025 Eagers Automotive Group's operations were based wholly within Australia and New Zealand, which, according to Walk Free Foundation's Global Slavery Index (Global Slavery Index) country study, are low risk geographical regions due to the existence of robust human rights statutory protections, strong criminal justice mechanisms, a national action plan and consistent regulatory oversight.

The Group has two enterprise agreements and three industry awards covering relevant employees, a payroll compliance monitoring program, and is committed to bargaining in good faith in line with its obligations under the Fair Work Act 2009 (Cth).

This, combined with our robust approach to corporate governance, risk management and regulatory compliance, particularly where it relates to the safety and wellbeing of our employees, means our risk of causing modern slavery through our operations remains very low.





Supply Chains

We acknowledge, however, that there is a risk the Group may be linked to modern slavery practices through inherent risks associated with our global supply chains. The most significant supply arrangements of the Eagers Automotive Group are the purchase of new vehicles and parts from our OEM partners.

We have identified the following potential areas of risk within our supply chain, as a result of the industry in which we operate, the services we outsource, and the source of raw materials used in the products supplied to us:

- **Labour hire and migration services**
  The Global Slavery Index identifies the recruitment and use of migrant workers, especially those working in base-skilled, informal or seasonal sectors, as an area particularly vulnerable to modern slavery practices such as debt bondage.

  We acknowledge that our use of migration services and third-party labour hire companies to source workers and conduct 'right to work' checks increase our modern slavery risk by reducing the visibility we have over these kinds of recruitment practices. Please see section 4 – *Actions taken to assess and address modern slavery risks,* for more information.

- **Manufacturing**
  The manufacturing sector is vulnerable to modern slavery, accounting for nearly one-fifth of all forced labour exploitations of adults[2]. This is because a large proportion of manufacturing is outsourced, often internationally to geographic locations with higher instances of modern slavery practices and human rights abuses.

  The human rights policies and modern slavery statements of our OEM partners include more information on their respective approaches to human rights and modern slavery risks, and the controls and mitigations implemented by the automotive manufacturing sector.

- **Raw Materials**
  Similar statistics and modern slavery risks apply to the extraction and production of raw materials used in the manufacturing process[3]. Like many companies, raw material procurement is unlikely to take place from our direct, tier one suppliers, but may occur further down our supply chain, reducing our visibility over raw materials extraction and manufacturing practices.

  For example, the demand for certain raw ingredients used in the manufacture of renewable energy technology has rapidly increased leading to changes in long-term business strategies as resources companies seek to meet this demand. In some cases, resource scarcity and grade decline mean that miners are increasingly operating in high-risk jurisdictions and expenditure on exploration in remote or challenging geographies has increased.[4]

  Known high-risk products which may be used by the Group, or incorporated into goods supplied to the Group by our supply chain partners include:

  - **Cobalt** (an essential component of most lithium-ion batteries and used in electric and other lower emission vehicles. The mining of cobalt has been linked to modern slavery practices because more than half of the world's supply of cobalt is mined in the Democratic Republic of Congo, known for its use of child labour, predominantly, and working in dangerous conditions for minimal reward[5]),
  - **Mica** (used in electronic devices, paint products, rubber tyres, clutches and brake pads and linked to illegal mines in India and Madagascar where child labour and debt bondage are widespread[6]),
  - **Rubber** (linked to child labour on rubber plantations, sub-standard working conditions through the manufacturing and collection of end-of-life tyres, and forced labour on ships used to transport tyres for distribution[7]),
  - **Timber** (linked to illegal logging using forced labour in countries such as Peru and Russia), and
  - **Solar-grade polysilicon** (a significant portion of the world's solar-grade polysilicon used in solar panel production comes from the Xinjiang region in China which is linked to forced labour involving Uyghur and Kazakh people).



- **Services**
  Almost one third (approximately 5.5 million people) of adult forced labour exploitation occurs in the services sector[8] including building, cleaning, travel, hospitality, IT and security and maintenance services, where there is an increased use of migrant and base-skilled workers, and an increased risk of exploitative recruitment and employment practices.

- **Property and Construction Sector**
  The Group's operations involve the leasing, construction and refurbishment of dealerships, service centres and other business sites. Construction and property sector risks arise from the use of materials often sourced from low-tier suppliers and deriving from high-risk countries, demand for base skill and inexpensive labour, subcontracting arrangements that reduce visibility of recruitment and employment practices and unstable job security due to the project-based nature of the work.

- **Transportation and Logistics**
  As a retailer of automotive vehicles and parts, these products are transported to Australia (and New Zealand) by sea and to and between our dealerships, service centres and other sites by road. Logistics and transportation are also areas of high modern slavery risk, seen in the form of forcing contracts by threat or duress, forcing workers to work an unsafe number of hours and non-payment for work such as loading and waiting.[9]



4 Actions taken to Assess and Address Modern Slavery Risks

Governance and Awareness

Our commitment to a culture of honesty and ethical behaviour is reflected in our adoption of "Integrity" as one of our four corporate values. Company expectations around ethical behaviours are promoted through a suite of Group-wide policies, procedures and training modules.

Employee Awareness

The Group's Modern Slavery Policy and Modern Slavery Response Procedure set out company expectations around modern slavery risk identification, mitigation and response, and establishes cross functional ownership and accountability for the management of modern slavery risk. The Group's commitment to modern slavery mitigation is also addressed in its annual People, Planet and Performance Report, which is included in the Group's Annual Report, available on the Eagers Automotive website.

The Modern Slavery Policy is supported by an online modern slavery general awareness training module which provides an overview of what modern slavery is, geographic and industry risks, indicators of modern slavery, operational and supply chain risks specific to Eagers Automotive, and knowledge checks. By the end of 2025, more than 92% of all employees had completed the online modern slavery general awareness training module.

Supplier Awareness

To support our suppliers in understanding modern slavery and the Group's expectations of our suppliers in this regard, we have a dedicated 'Suppliers' tab on our company website. This tab contains relevant documents, including our Supplier Code of Conduct, and FAQs relating to modern slavery.

The Group's Supplier Code of Conduct establishes the minimum standards, behaviours and practices that we expect all our suppliers to uphold, including in relation to modern slavery mitigation, human rights and employment standards. The Code also requires that suppliers implement processes to effectively manage business risks, including supply chain, labour and human rights risks, ensure sub-contractors meet the standards set out in the Code, and cooperate and participate in any risks assessments, audits or reviews undertaken by Eagers Automotive.

Stakeholder Engagement

In 2025 we also continued to cooperate with modern slavery and sustainability related risk assessment and gap analysis requests by our OEMs and corporate customers as requested to play our part in increasing supply chain transparency of important social, environmental and human rights related matters.

Due Diligence and Remediation

Due diligence underpins the Group's approach to the identification and management of modern slavery risks.

Corporate Governance and Risk Management

The Group's approach to risk management is set out in section 3 – *Risks of Modern Slavery in Operations and Supply Chain* and includes a Modern Slavery Working Group with multi-functional representation to monitor and assist delivery of the Group's modern slavery mitigation commitments.



Operations Due Diligence

The majority of the Group's employment engagements are direct engagements, with recruitment agencies providing ongoing assistance with sourcing talent for permanent and contract professional placements and undertaking relevant employment checks and other due diligence activities. Temporary labour is sourced on an 'as needs' basis from both labour hire and outsourced recruitment agencies.

SAP SuccessFactors, the Group's online HR platform provides modernised, centralised and enhanced governance and oversight with a streamlined and controlled recruitment process. This ensures the appropriate management of new employee due diligence and onboarding.

This year our employee engagement survey continued to provide insights into employee engagement levels throughout the business. This survey was both anonymous and confidential and sought employee insights into themes including safety and the working environment, training and development, access to appropriate resources, communication and recognition.

Overall engagement rose to 72%, placing the Group in the top quartile compared to similar organisations. Safety remained a clear area of strength, with high engagement reflecting a culture where employees feel supported, look out for one another and are confident to speak up when required.

Group turnover rates continued to trend downwards in 2025, for both voluntary and involuntary turnover.[10]

Group-wide Turnover	2025 Rate*	2024 Rate*	2023 Rate*
Voluntary	27.15%	28.57%	30.09%
Involuntary	3.68%	3.83%	4.15%

*Rates are calculated to the nearest two decimal places

Together, engagement and turnover metrics assist in informing the business as to employee sentiment, including in relation to working conditions.

Supplier Due Diligence

In 2025, the Group issued modern slavery surveys through its new third-party modern slavery due diligence platform, Ethixbase360, to over 250 of its tier one suppliers. These suppliers were selected using a risk-based approach (i.e. high-spend suppliers in modern slavery risk industries and/or supplying high-risk goods or services). The deployment of this platform enables a more efficient surveying process, more accurate risk assessments (including utilising sanctions and adverse media screening tools), and gives greater insights for internal and external reporting purposes, enabling more targeted modern slavery mitigative and response actions.

Responding to Risks and Remediation

Eagers Automotive Group is committed to responding to modern slavery risks across its business and supply chain.

Modern Slavery Response Procedure and Practices

Our Modern Slavery Response Procedure assists in guiding the business in the event an alleged or actual incidence of modern slavery is identified. Following issue of our new modern slavery survey, this year we developed business processes for managing suppliers identified as high-risk, and commenced testing of this approach with select suppliers.

Contractual Obligations and Remedies

Eagers Automotive Group considers modern slavery risks in corporate contracting arrangements and Group-wide procurement activity, which is generally higher volume and higher spend, and where appropriate, incorporates modern slavery clauses and requires compliance with our Supplier Code of Conduct. Our modern slavery supplier survey also requires that suppliers read and agree to adhere to our Supplier Code of Conduct, and it is standard practise that our suppliers are contractually obliged to comply with relevant laws, including those relating to employment laws and standards.

Foreign Recruitment Due Diligence

In 2025, we continued to utilise our established panel of preferred suppliers for the recruitment of foreign workers from vulnerable countries, having previously identified foreign recruitment as an area of risk for modern slavery practices, specifically debt bondage. These suppliers have been vetted by the Group and have agreed to uphold ethical engagement processes and comply with the Group's strict recruitment practices. The aim is to encourage and promote the use of legal and ethical recruitment practices more broadly by other foreign recruitment providers, as well as companies seeking foreign talent.

Reporting

The Group has a number of mechanisms through which employees, suppliers, customers and other third parties can report suspected or actual modern slavery issues. Employees can utilise the Group's internal complaints process or can raise concerns confidentially and anonymously through an independent, externally operated complaints platform which is promoted on our intranet, in our Employee Handbook and through posters displayed at sites.

External parties can contact us through the Eagers Automotive website. Eligible whistleblower disclosures can also be made in accordance with the Group's Whistleblower Policy, which is also available on the Company website.

No modern slavery related complaints or allegations were received in relation to the Eagers Automotive Group in the 2025 reporting period.



5 Effectiveness of our Actions and Next Steps

Effectiveness of our Actions

The cross-functional Modern Slavery Working Group meets quarterly and provides the Group with an appropriate platform to share business insights on modern slavery issues, assign activities and accountabilities for modern slavery risk management, and discuss the progress, outcomes and effectiveness of actions being undertaken by the Group, in line with a continuous improvement approach.

The following activities assist the Group in assessing the effectiveness of its modern slavery risk mitigation actions:

1. The modern slavery supplier survey provides the Group with a greater understanding of the risk profile of its suppliers and a mechanism for follow-up supplier engagement with supplier completion rates monitored to measure supplier buy-in and survey effectiveness.

2. The Group's complaints and grievance mechanisms provide a range of reporting options, including the facilitation of confidential and anonymous reporting, and this, together with a positive speak-up culture, is an important element of the Group's modern slavery management plan.

3. The Employee Engagement Survey provides a tool for gathering feedback from our employees on a broad range of work-related matters, including in respect of employment standards, work conditions and other related issues. The Survey helps identify emerging workforce risks and assess the effectiveness of actions taken to support safe, fair and lawful working conditions.

4. The Group's online modern slavery general awareness training module and the monitoring of completion rates and knowledge test responses to test awareness and understanding of subject material provides a mechanism for measuring the effectiveness of modern slavery awareness activities.

2025 Progress Against Commitments

In our 2024 Modern Slavery Statement we reported our plans to undertake the following key activities in 2025. These activities and our progress against these activities are set out below:

1. Completing and implementing business processes for managing high risk suppliers - Ongoing
2. Improving supplier engagement, including survey response rates – Ongoing, and
3. Rolling out refreshed Complaints Management Training and Payroll Compliance Training – Completed.

Next Steps

During the next reporting period we plan to progress the following key activities to improve our understanding and management of modern slavery risks, with a focus on our highest risk areas and where we can make the biggest impact:

1. Increase modern slavery awareness resources for suppliers
2. Develop procurement guidelines and resources for use by our dealerships and sites, incorporating modern slavery considerations
3. Review the Group's Modern Slavery Policy and online modern slavery general awareness training module and update as necessary.



Footnotes

1. As at 31 December, 2025.
2. International Labour Organisation, Walk Free and International Organization for Migration, September 2022. Global Estimates of Modern Slavery: Forced Labour and Forced Marriage, GEMS-2022_Report_EN_V8.pdf (walkfree.org) , page 30.
3. Property, Construction & Modern Slavery – Practical responses for managing risk to people, 2020, ahrc_kpmg_modernslavery_property_construction_2020.pdf , page 9.
4. KPMG and Australian Human Rights Commission, 2021, "Resources, Energy and Modern Slavery – Practical responses for managing risk to people" pages 14 and 15.
5. KPMG and the Australian Human Rights Commission, 2021. "Resources, Energy and Modern Slavery: Practical responses for managing risk to people", Resources, Energy and Modern Slavery (kpmg.com) , page 42.
6. Hill, Allen, July 2021. Child Mica Mining. The Freedom Hub, https://thefreedomhub.org/wp-content/uploads/2021/07/TFH-Child-Mica-Mining-Report.pdf
7. Tyre Stewardship Australia, February 2021. Modern Slavery Impact Statement, TSA0059-Modern-Slavery-vFINAL.pdf (tyrestewardship.org.au), page 4.
8. International Labour Organisation, Walk Free and International Organization for Migration, September 2022. "Global Estimates of Modern Slavery: Forced Labour and Forced Marriage", GEMS-2022_Report_EN_V8.pdf (walkfree.org) , page 30.
9. KPMG and Australian Human Rights Commission, 2021 "Resources, Energy and Modern Slavery – Practical responses for managing risk to people", page 18.
10. Voluntary turnover includes resignations and retirements while involuntary turnover includes dismissal, redundancy and non-renewal of contracts.

Appendix A
Mandatory Criteria Compliance Statement

The Modern Slavery Act 2018 (Cth) at section 16 establishes the mandatory criteria to be addressed in modern slavery statements. The table below indicates where in this Statement the mandatory criteria is referenced.

Mandatory criteria	Section and page number
a. Identify the reporting entity.	Section 1, page 3
b. Describe the reporting entity's structure, operations and supply chains.	Section 2, pages 4 – 10
c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Section 3, pages 11 – 17
d. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Section 4, pages 18 – 22
e. Describe how the reporting entity assesses the effectiveness of these actions.	Section 5, page 23
f. Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	Section 1, page 3
g. Any other information that the reporting entity, or the entity giving the statement, considers relevant.	Section 2, pages 5-7, Section 5, page 24

Appendix B
Schedule of Reporting Entities

1. ACM Liverpool Pty Ltd
2. Adtrans Automotive Group Pty Ltd
3. Adtrans Group Pty Ltd
4. AHGCL 2016 Pty Ltd
5. AHG Newcastle Pty Ltd
6. APE Independent Used Holdings Pty Ltd
7. APE Independent Used Pty Ltd
8. A.P Group Pty Ltd
9. A.P Motors (No 3) Pty Ltd
10. Austral Pty Ltd
11. AUT 6 Pty Ltd
12. Automotive Holdings Group Pty Ltd
13. Automotive Systems Unit Trust
14. BASW Pty Ltd
15. Bridge NT Pty Ltd
16. Cardiff Car City Holdings Pty Ltd
17. Cardiff Car City Pty Ltd
18. Carlins Group Holdings Pty Ltd
19. Dual Autos Pty Ltd
20. EACAB Pty Ltd
21. Eagers ACT Pty Ltd
22. Eagers Automotive Limited
23. Eagers Retail Pty Ltd
24. Eagers TACT Pty Ltd
25. Eagers VIC Pty Ltd
26. Eagers WA Pty Ltd
27. EASST Pty Ltd
28. Easy Auto Holdings Pty Ltd
29. Easy Auto 123 Pty Ltd
30. EV Dealer Group Pty Ltd
31. Grand Autos 2005 Pty Ltd
32. Highland Autos Pty Ltd
33. IB Motors Pty Ltd
34. MCM Sutherland Pty Ltd
35. Motors Group (Glen Waverley) Pty Ltd
36. Motors Tas Pty Ltd
37. Norris Enterprises Pty Ltd
38. PT (2013) Pty Ltd
39. Shemapel 2005 Pty Ltd
40. Southeast Automotive Group Pty Ltd
41. SWGT Pty Ltd ATF SWGT Unit Trust
42. WS Motors Pty Ltd
43. Zupps Aspley Pty Ltd