



AUTOPACT

2023

MODERN SLAVERY STATEMENT

Introduction

This is Autopact Pty Ltd.'s (**Autopact**) annual Modern Slavery Statement covering the financial year between 1 July 2022 to 30 June 2023 (Reporting Period) in compliance with Australia's Modern Slavery Act 2018 (Cth). Autopact aims to have the right practices in place to reduce the risk of modern slavery and other unethical behaviour in both our operations and supply chain, and to continue to work with suppliers who have the same core values and similar approaches to Autopact. Autopact engaged with key business areas including Human Resources and Procurement to ensure risks specific to each area were identified.

Autopact recognises that the fight against modern slavery requires a systematic and continuous effort. This resolute opposition to modern slavery is a foundation aspect of Autopact's approach to conducting business as an ethical and compliant corporate citizen.

Autopact recognises the enduring risk of modern slavery globally. Autopact recognises that freedom from slavery is a human right protected by a multitude of international treaties and covenants, including the Universal Declaration of Human Rights, and is actively committed to ensuring that no element of modern slavery exists in our operations or supply chains.

Structure, Operations and Supply Chain

Autopact Pty Ltd (ABN 44 608 040 606), the Reporting Entity, and its subsidiaries (Autopact Group) is a private company registered in Australia. We are based in Mooloolaba QLD, with our head office located at 24 Smith Street Mooloolaba QLD 4557.

Our core operations consist of the ownership and operation of 28 automotive retail dealerships across Queensland, New South Wales and Victoria. We provide full-service facilities including the sale of new and used vehicles, service, parts and the facilitation of allied consumer finance. With the exception of vehicles and parts, the majority of our direct suppliers are based in Australia.

Our corporate values are Honesty, Attitude, People, Professional, and Yes, as set out below, which aligns with the commitments in this Statement.

Our Mission

For everyone to *Drive Away Happy* every time.

Our Values

We must live these values everyday to achieve our mission.

Honesty
We do what we say. We act with integrity and are honest with each other and our customers.

Attitude
We have a "can do" attitude and are free to act.

Professional
We strive to be brilliant at the basics. Our attention to detail ensures we get the little things right.

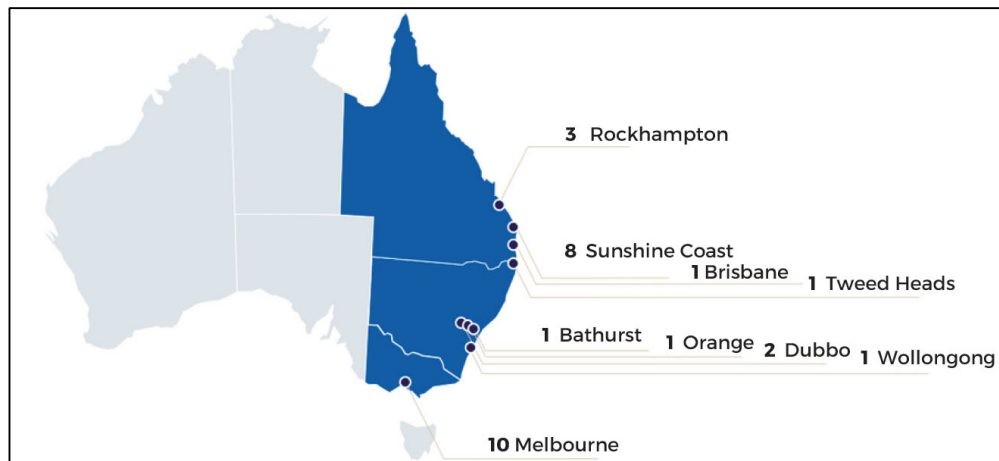
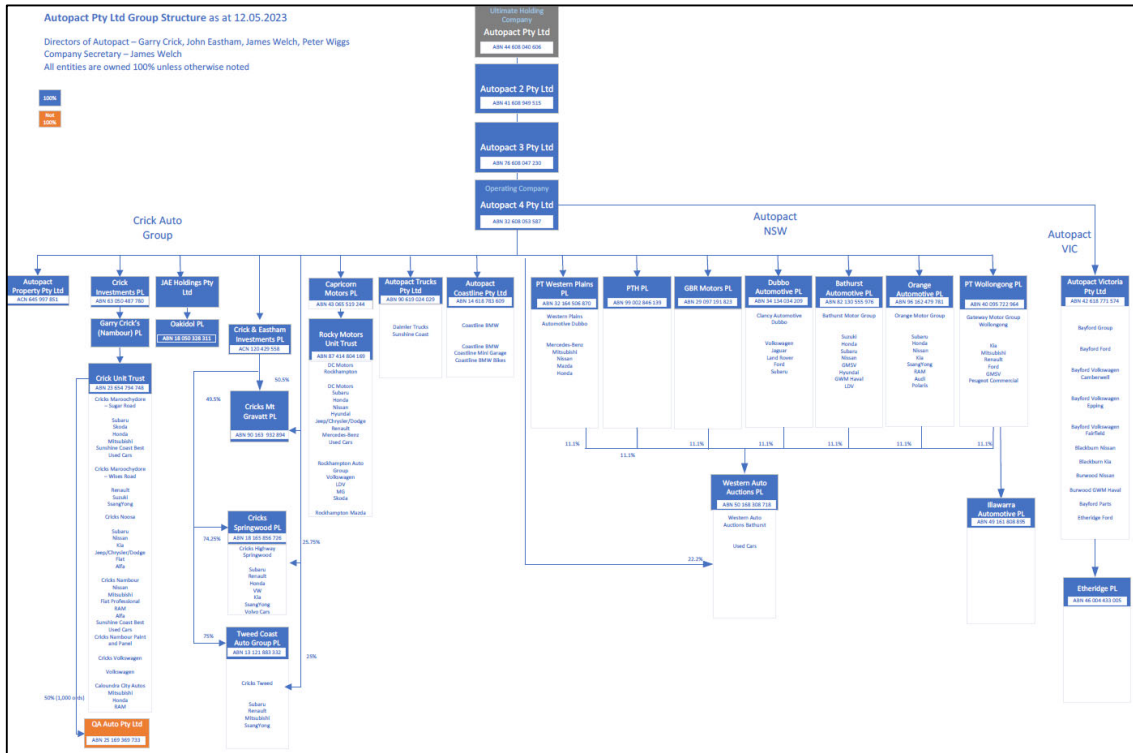
People
We treat people like people, with respect and manners.

Yes
A word we say first. We have a willingness to help and act with urgency.

AUTOPACT
Drive away happy

AUTOPACT PTY LTD | 2023 MODERN SLAVERY STATEMENT

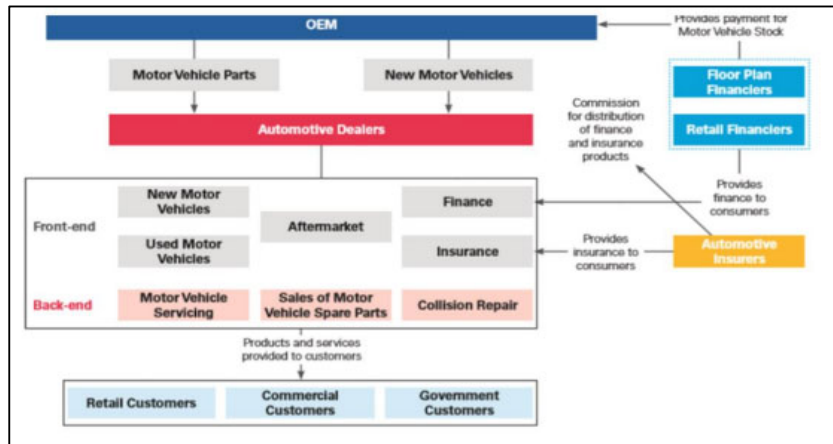
The entities within our corporate structure are below and captured within this Statement.



Risks of modern slavery practices in the operations and supply chains of the reporting entity

Autopact have not identified any specific risks of modern slavery which exist in its supply chain. Autopact recognises that the supply chains of our international Original Equipment Manufacturing (OEM) partners may be susceptible to practices of modern slavery.

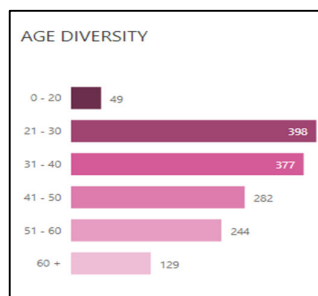
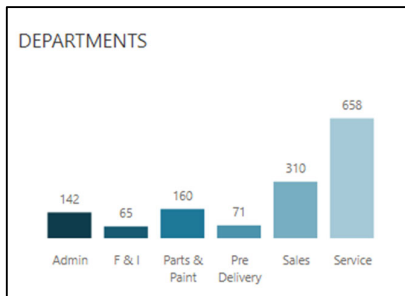
Overview of the Australian Automotive Dealership Industry



We represent Original Equipment Manufacturers (OEM) brand across the Volume, Prestige and Luxury Segments as shown below:

Brand offering			
Volume	Prestige	Luxury	Other ¹
NISSAN, Ford	SUBARU, gm, SPECIALTY VEHICLES	Mercedes-Benz	Mercedes-Benz
MITSUBISHI, SsangYong	HONDA, CHRYSLER, Jeep	BMW	Alfa Romeo
KIA, HYUNDAI	VW, MAZDA	MINI	BMW MOTORRAD
GWM, SUZUKI	RENAULT, SKODA	Audi	FREIGHTLINER
	RAM, MG	LAND ROVER	FUSO
	FIAT, Alfa Romeo	JAGUAR	
		VOLVO	POLARIS

We currently employ 1,480 employees across our range of Dealerships & Corporate functions in the following departments & age diversity as per below:



Our workforce performs roles across the Actions Taken to Assess and Address Modern Slavery Risks

Autopact is currently creating and implementing a FY24 Modern Slavery Plan and risk-based approach in assessing the human rights risks in our supply chain. In the next reporting period, we will be issuing our modern slavery questionnaire to our suppliers to help further assess and implement our plan. In future reporting periods, we will be implementing clauses in our supplier agreements and onboarding ensuring that no element of modern slavery exists in their operations or supply chains.

In relation to our operations, we are committed to ensuring that our employees are paid in line with market rates, and we check that those we recruit are of legal working age and are choosing to work of their own free will. We do not tolerate discrimination or harassment and endeavour to sustain the health, safety and wellbeing of our employees and contractors.

Our Whistleblowing Policy, which includes reporting to an external body, provides a way for our employees to report their concerns confidentially, freely and without fear of repercussion. We did not receive any reports of actual or suspected instances of modern slavery via our reporting channels during the Reporting Period. If, hypothetically, it was found that our business had caused or contributed to modern slavery, we would seek to remediate the impact by undertaking a full investigation of the situation to ensure that an appropriate corrective action plan is implemented.

Autopact Group FY24 Modern Slavery Plan

- 1) Map and Review our Supply Chains
- 2) Identify Supply Chain Risks
- 3) Due diligence
- 4) Develop Plan and Supplier on-boarding process
- 5) Educate and train our staff
- 6) Review and Monitor

Autopact has a written Supplier Standard Code of Conduct which is passed to all new & existing suppliers who do not yet have their own Modern Slavery Statement complied to ensure we have well communicated values and expectations on the behaviors within our supply chain. We are currently in the process of completing a supplier engagement questionnaire.

Continuous Improvement

Below is a snapshot of our Dealership Operations & associated supply chain stakeholders.

Operations	Supply Chain Stakeholders
<ul style="list-style-type: none"> • New and used vehicle sales • Used vehicle wholesaling & buying • Vehicle finance & insurance • Administration, IT & Marketing • Business development call centre • Aftersales service department • Vehicle pre-delivery department • Vehicle tint applications • Used vehicle reconditioning and detailing • Body & Paint repair • Parts, accessory and aftercare sales & distribution 	<ul style="list-style-type: none"> • Original equipment manufacture (OEM) and associated subsidiaries • Dealer management system providers (DMS) and platforms • Finance and insurance providers • Fleet management organisations • Promotional, advertising agencies and communications marketing • Vehicle transport services • Vehicle auction services • Vehicle accessory suppliers • Vehicle consumables and parts • Smash repairers • Vehicle wholesalers • Office consumables & cleaning services • Waste removal • Security • Professional services such as Accountants, Lawyers, Brokers & Insurers

**AUTOPACT PTY LTD |
2023 MODERN SLAVERY STATEMENT**

	<ul style="list-style-type: none">• Tradespeople & contractors such as builders, plumbers, electricians & equipment inspectors
--	--

Autopact will continue to review, update and develop our processes in order to minimise the risk of modern slavery occurring in connection with our business and operations. Autopact intends monitoring and improving its actions and the effectiveness of these implemented policies over successive reporting periods.

This statement was approved by the Board of Directors of Autopact Pty Ltd.



James Welch
Chief Executive Officer
Autopact Pty Ltd