

Western Truck Group

Modern Slavery Statement

Reporting Period: 1 July 2025 – 30 June 2026

1. Introduction

This Modern Slavery Statement is made by Western Truck Group Pty Ltd ABN 31 624 305 353 and its controlled entities in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Western Truck Group (WTG) recognises that modern slavery is a serious violation of human rights and can exist within global supply chains and labour arrangements across many industries.

WTG is committed to conducting business ethically, responsibly and with integrity. We are committed to identifying, assessing and reducing the risk of modern slavery practices within our operations and supply chains.

This statement outlines:

- WTG's structure, operations and supply chains
- The potential modern slavery risks relevant to our business
- The actions taken during the reporting period to assess and address those risks
- Our ongoing commitment to continuous improvement

2. About Western Truck Group

Western Truck Group is an Australian-owned heavy vehicle dealership and service organisation operating across Queensland, the Northern Territory and regional New South Wales.

WTG represents major truck brands including:

- Volvo
- Mack
- UD Trucks
- Isuzu

WTG operates:

- Multiple dealership locations
- Regional customer service centres
- Heavy vehicle workshops

- Parts distribution operations
- Sales and administrative functions

WTG employs approximately 400 employees across operational, technical, sales, administrative and leadership roles.

Our operations include:

- New and used truck sales
- Heavy vehicle servicing and repairs
- Parts sales and distribution
- Workshop and maintenance operations
- Fleet support services
- Administrative and support functions

3. WTG's Supply Chains

WTG's supply chains include both domestic and international suppliers.

Our key supply chain categories include:

- Heavy vehicles and OEM components
- Automotive and aftermarket parts
- Workshop tools and equipment
- Personal Protective Equipment (PPE)
- Uniforms and workwear
- Cleaning and facility services
- Labour hire and recruitment services
- Freight and logistics providers
- Office and operational consumables
- Information technology and professional services

WTG sources many products through Australian suppliers and distributors; however, we acknowledge that manufacturing and raw material sourcing may occur internationally, including in countries where modern slavery risks may be elevated.

4. Risks of Modern Slavery Practices

WTG recognises that modern slavery risks may exist both within our supply chains and, to a lesser extent, within operational service arrangements.

While WTG's direct operations are conducted within Australia and are subject to Australian workplace laws and employment standards, some areas of our supply chain may present a higher risk due to the nature of the industries and geographic regions involved.

Areas of Potential Higher Risk

WTG has identified the following areas as presenting elevated potential risk:

Global Manufacturing and Supply Chains

The manufacturing of:

- Vehicle components
- Automotive parts
- Electronics
- Raw materials
- PPE and uniforms

may involve international supply chains operating in jurisdictions with lower labour protections or reduced supply chain visibility.

Uniforms and PPE

The textile and garment manufacturing industry is widely recognised globally as carrying elevated modern slavery risks due to:

- Outsourced manufacturing
- Reliance on low-cost labour markets
- Complex subcontracting arrangements

Labour Hire and Contracted Services

WTG engages external providers for certain services including:

- Cleaning
- Security
- Labour support services
- Freight and logistics

These arrangements may present increased risks where subcontracting or vulnerable worker arrangements exist.

Aftermarket Parts and Consumables

WTG procures a broad range of aftermarket products and workshop consumables through various suppliers. In some cases, traceability beyond direct suppliers may be limited.

5. Actions Taken During the Reporting Period

WTG has continued to strengthen its governance, procurement and employment practices to support the identification and management of modern slavery risks.

Governance and Oversight

Responsibility for modern slavery risk oversight sits with WTG's executive leadership and operational management teams.

During the reporting period, WTG:

- Reviewed governance and compliance practices relevant to supplier and employment arrangements
- Continued development of procurement and supplier oversight processes
- Considered modern slavery risks within broader business risk and compliance discussions

Policies and Workplace Practices

WTG maintains policies and procedures supporting ethical and lawful workplace practices, including:

- Workplace conduct expectations
- Recruitment and employment processes
- Workplace Health and Safety obligations
- Equal employment opportunity
- Grievance and reporting procedures
- Whistleblower protections

WTG employees are engaged under Australian workplace laws, industrial instruments and employment agreements.

WTG maintains payroll and HR processes designed to support compliance with applicable employment obligations, including:

- Minimum wage obligations
- Award and employment conditions
- Workplace rights and protections

Supplier and Procurement Practices

During the reporting period, WTG commenced strengthening supplier due diligence processes through:

- Reviewing supplier onboarding practices
- Identifying higher-risk procurement categories
- Reviewing supplier engagement processes
- Considering supplier expectations relating to ethical conduct and compliance

WTG also commenced development of:

- Supplier conduct expectations
- Procurement compliance measures
- More structured supplier risk assessment processes

Awareness and Reporting

WTG supports a workplace culture where employees are encouraged to raise concerns regarding unethical conduct or workplace issues.

Employees have access to:

- Internal reporting channels
- Management escalation processes
- HR support
- Whistleblower reporting mechanisms

WTG also commenced increasing internal awareness regarding:

- Ethical business practices
- Supply chain risks
- Governance and compliance obligations

6. Assessing Effectiveness

WTG recognises that managing modern slavery risks is an ongoing process requiring continuous improvement.

During the reporting period, WTG assessed the effectiveness of its actions through:

- Review of internal governance and employment practices
- Monitoring supplier and contractor engagement processes
- Review of procurement risk areas
- Ongoing operational and management oversight

WTG acknowledges that its modern slavery framework is continuing to mature and that further work is required to enhance supplier visibility, due diligence and risk assessment processes.

7. Future Focus Areas

WTG is committed to continuing to strengthen its approach to identifying and managing modern slavery risks.

Future focus areas include:

- Further development of supplier due diligence processes
- Continued improvement of procurement controls
- Increased supplier engagement regarding ethical sourcing expectations
- Ongoing review of contractor and labour hire arrangements
- Additional internal awareness and compliance initiatives
- Continued review of governance and risk management processes

WTG recognises that addressing modern slavery risks requires ongoing review, collaboration and continuous improvement.

8. Consultation

This statement was prepared in consultation with relevant operational and management stakeholders across WTG's business operations.

Consultation included consideration of:

- Operational activities
- Procurement and supplier arrangements
- Workforce practices
- Compliance and governance processes

9. Approval

This statement was approved by the Directors of Western Truck Group Pty Ltd in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Signed for and on behalf of Western Truck Group Pty Ltd:



Managing Director & Dealer Principal
Western Truck Group

Date: 17/06/2026

Contact Information

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