

**2024-2025**

# MODERN SLAVERY STATEMENT



Scifleet Group of Companies Pty Ltd ACN 010 079 044, Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust) and each of their controlled entities (we, us, Sci-Fleet Automotive) are committed to conducting business with honesty and integrity.

This marks the sixth Modern Slavery Statement published by Sci-Fleet Automotive, in compliance with the requirements of the Modern Slavery Act 2018 (Cth), covering the financial year ending 30 June 2025. The statement outlines the actions we have taken, and continue to take, to combat modern slavery within our operations and supply chains. We acknowledge that modern slavery remains a significant global concern and accept our responsibility to identify, prevent, and address associated risks. We remain committed to ensuring that all employees and suppliers uphold the policies and procedures of Sci-Fleet Automotive.

As part of this statement, Sci-Fleet Automotive reaffirms its commitment to identifying and mitigating modern slavery risks by conducting employment practice reviews, delivering staff training, and promoting ethical sourcing and responsible conduct throughout its operations and supply chains.



# Our Structure

Sci-Fleet Automotive stands among Australia's largest and most prominent motor dealership networks. Since its establishment in 1978 with just two dealerships in Brisbane, the Group has expanded significantly, now operating an extensive network of dealerships and service centres across the east coast, Western Australia, and South Australia.

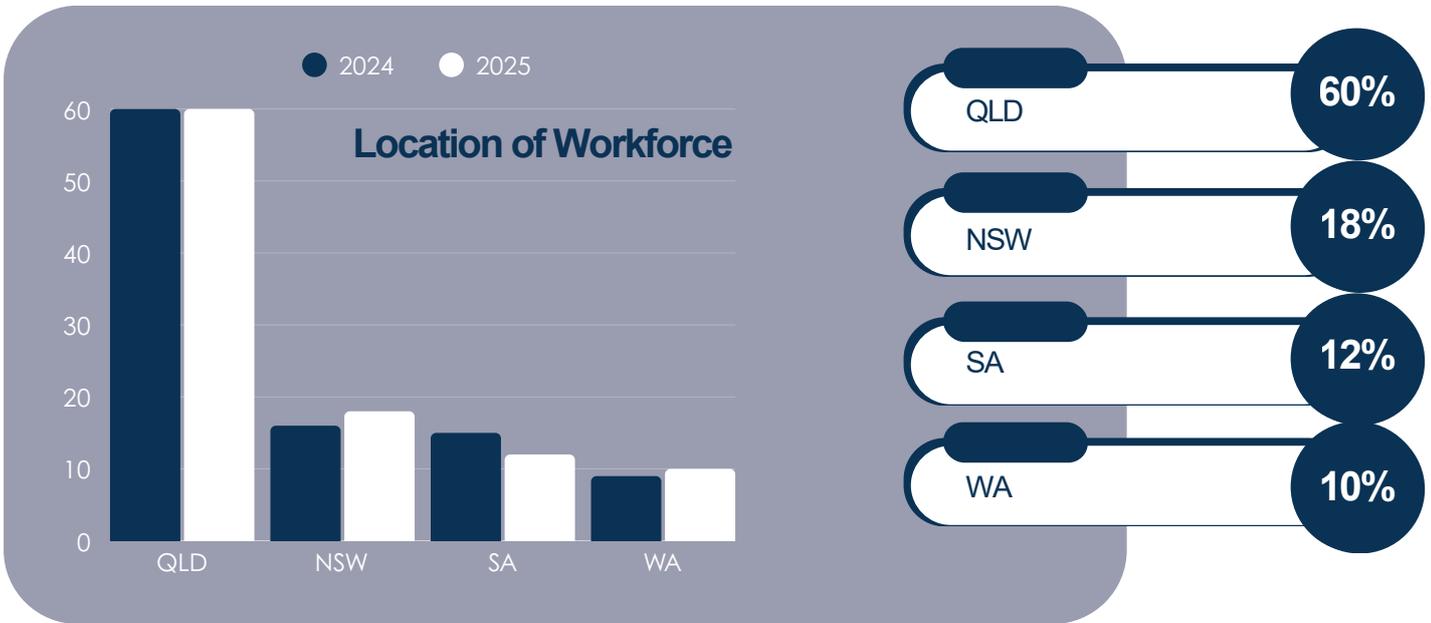
Companies covered in this statement:





# Our Operations

We represent 9 Original Equipment Manufacturers (OEM) brands across the Volume, Prestige, and Luxury Segments.



The Sci-Fleet Automotive workforce comprises over 1,800 direct employees operating from locations across Australia, including our Head Office in Brisbane.





# Our Operations

Sci-Fleet Automotive operates 25 sales locations, 12 service centres, 5 pre-delivery facilities, and 2 paint shops.

Core activities include:

**Parts:** Supplying parts and accessories for new and used vehicles, servicing workshops, and third-party repairers

**Service:** Vehicle maintenance, OEM warranty repairs, reconditioning used vehicles, and preparing new vehicles for delivery

**Sales:** Selling new and used vehicles, and aftermarket non-OEM products

**Finance & Insurance:** Acting as agents for third-party finance and insurance products



# Our Supply Chains



Sci-Fleet Automotive's supply chains include the products, services, and labour that support our operations across all entities. These inputs are sourced both domestically and internationally. While our supplier selection processes are still evolving, we aim to engage with suppliers who comply with relevant local, national, and international laws, regulations, standards, and codes of practice, particularly those relating to labour rights and ethical conduct.

Sci-Fleet Automotive is committed to fostering transparent, respectful supplier relationships built on trust and shared values. To strengthen our approach to modern slavery risk management, we are enhancing our due diligence processes across the supply network. The majority of our suppliers are long-standing domestic partners, with less than 1% of procurement sourced directly offshore, minimising exposure while maintaining vigilance. Our supply chains cover a broad range of goods and services, including vehicles, parts, servicing equipment, logistics, finance and insurance products, professional and property services, IT and telecommunications, office supplies, food and beverage, and recruitment.



# Operations & Supply Chains

## RISKS & ACTIONS

Modern slavery often presents in subtle and complex ways, so our risk assessment incorporates the following factors to help prioritise our response efforts.



### Mapping of supply chains and operations

Annual Supplier Audit by Risk Management Team. Tier 1 Supplier Risk Categorisation based on geography and industry.



### Education & research

Mandatory Modern Slavery Awareness training. Internal knowledge hub with case studies and best practices.



### Supplier surveys & engagement

33% of suppliers responded to our Supplier Questionnaire. Supplier Code of Conduct incorporating Modern Slavery clauses.



### Discussions with stakeholders

Consultation with senior management on strategic risk prioritisation and policy alignment. Participation in multi-stakeholder initiatives e.g., online forums



# Operations & Supply Chains



Sci-Fleet Automotive continues to strengthen its approach to modern slavery risk through ongoing refinement of existing processes to identify key suppliers and assess potential risks. As part of this commitment, we regularly review and update relevant policies, including our Modern Slavery Policy, Whistleblower Policy, Code of Conduct, and Supplier Code of Conduct.

All staff are employed in Australia under applicable legislation, including the Clerks – Private Sector Award 2020, the Vehicle Repair, Services and Retail Award 2020, and the National Employment Standards. Employees receive training in Code of Conduct, Respect@Work, Workplace Health and Safety, and Modern Slavery. Monthly payroll audits monitor age progression, award increases, and apprentice development. Our HR and Compliance teams ensure adherence to employment and safety laws, with no whistleblower reports received during the financial year.

A small portion of our workforce comprises overseas employees on working visas, engaged through Australian recruitment and migration agencies. We comply with all Department of Home Affairs requirements, using the VEVO system to verify working rights prior to employment. Financial and community support is provided to help these employees integrate into the workplace and local communities.



# Operations & Supply Chains

The automotive industry is characterised by intricate supply chains, often involving multiple tiers that distance Sci-Fleet Automotive from the origin of raw materials used in our operations. We recognise that modern slavery risks may be present further down the supply chain, particularly in the production of engines, components, and accessories, where transparency is limited. While Sci-Fleet Automotive operates within a sector generally considered low-risk, largely due to our reliance on original equipment manufacturers (OEMs) with established anti-slavery policies and controls, we remain committed to deepening supplier relationships and promoting the integration of modern slavery safeguards throughout their operations.

In the financial year 2024/2025 we directly engaged with over 3,400 Tier 1 suppliers with a total expenditure of over \$2 billion. The largest category of spend (75%) was the purchase of vehicles through our OEMs. The remaining proportion (25%) consisted of approximately 3,500 suppliers who provided less than \$500 million of goods and services.

Sci-Fleet Automotive has not identified any specific modern slavery risks in our operations.



# Actions



During this reporting period, Sci-Fleet Automotive issued supplier questionnaires to assess modern slavery risks across our supply chain. Despite proactively contacting suppliers to confirm contact details, the completion rate was only 33%, with many responses either incomplete or lacking sufficient detail. The responses received indicate limited visibility beyond Tier 1 suppliers, highlighting an area for future improvement.

In parallel, our National Safety Management Framework (NSMF) has continued to drive the completion of workplace health and safety (WHS) risk assessments across our operations. We also achieved 100% compliance for new starter induction and training, with all 416 new employees completing modules that include modern slavery awareness. These efforts reflect our ongoing commitment to embedding ethical practices and risk awareness throughout our operations.

## Future Actions

Looking ahead, Sci-Fleet Automotive will concentrate on refining the Modern Slavery Supplier Questionnaire as a key tool in our risk management framework. Our efforts will focus on reviewing and improving the questionnaire content, streamlining the process, and enhancing supplier engagement to increase completion rates. This initiative will support more consistent data collection, strengthen our visibility across the supply chain, and improve our ability to identify and address modern slavery risks.

# Approval of Statement



This year, Sci-Fleet Automotive focused on improving its supplier risk assessment processes through the implementation and review of a new platform for issuing and receiving supplier questionnaires. While this enhanced our ability to monitor and assess modern slavery risks, we acknowledge the need to strengthen engagement with suppliers to ensure more robust responses and reporting in future periods. A key focus also remained on the long-term sustainability of our National Safety Management Framework. Our Modern Slavery Risk Management Team actively engaged across the business to manage, prevent, and mitigate risks, and to measure the impact of our actions. Evaluating the effectiveness of these actions is an ongoing process, and we are committed to continuous improvement through each reporting cycle. The team conducts an annual supplier audit using this statement as a framework for assessment and reports to the Executive Committee, Sci-Fleet Automotive's principal governing body. This statement was developed through a consultative process involving the Executive Committee, Dealer Principals, Financial Controllers, the Group Chief Information Officer, and the General Manager – Property & Purchasing, ensuring it reflects both operational realities and our broader governance commitments. We continue to promote collaboration with our OEM partners to share insights and strengthen our collective approach.

This statement was approved by

**Andrew Gordon Scifleet**

Sole Director

For and on behalf of Scifleet Group of Companies Pty Ltd ACN 010 079 044 and Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust).

Date: 21 November, 2025

