



Keema Automotive Group

# Modern Slavery Statement

2022

## Introduction

This statement outlines the review and processes Keema Holdings Pty Ltd (ACN: 097 123 389) and all associated controlled entities that form the Keema Automotive Group have undertaken during the 30 June 2022 financial year. This process seeks to identify, manage, and mitigate any specific risks that may occur in the operation of the Keema Automotive Group and the Modern Slavery Act 2018.

## Our Structure, Operations and Supply Chains

The Keema Automotive Group was born in 1956 when the company started business as a Service Station and Workshop at BP Dutton Park. Being a third-generation family-owned dealership business, with over 60 years of experience finding cars for people in Brisbane and South-East Queensland. The group specialises in motor vehicle dealership retail with operations focused in South East QLD and Brisbane Metro area. The primary business operations can be summarised as below:-

- New vehicle sales
- Used vehicle sales
- Parts sales
- Service repairs
- Finance and Insurance sales

The supply chains utilised by Keema Automotive Group are vast given the complex nature of the businesses. It must also be noted that there are numerous levels of suppliers between Keema Automotive Group and the source of raw materials used through the supply chains. While complexity remains Keema Automotive Group predominately operates as a franchised motor dealer with a bulk of the inputs through the supply chain coming from the below:-

- Vehicles from Australian based subsidiaries of global original equipment manufacture
- Parts from Australia based subsidiaries of global original equipment manufactures

Currently the franchises represented by Keema Automotive Group are below:-

- Hyundai
- Nissan
- Kia
- Honda
- LDV

- Isuzu
- Skoda
- Ram
- Jeep
- Fiat

For the above franchises, all sourcing of products for use in the Keema Automotive Group is through the Australian division of the original equipment manufacturer. This gives rise to minimal risk given all the above Australian divisions of the global original equipment manufacturer will be subject to the Modern Slavery Act 2018 within Australia.

We have not identified any significant risks with our major supply chains of the franchises listed above however ongoing works will be undertaken in the coming year to request written compliance with modern slavery act given the global sourcing of inputs for the Australian market.

Further minor supply chains can also consist of the following types of businesses: -

- Property services that encompass clearing, storage and waste
- Recruitment services
- IT and Telecommunications services
- Logistic and transport services
- Detailing services

The above listed businesses are usually smaller entities and further work will be undertaken with these businesses to ensure that no modern slavery practises exist.

## Due Diligence and Actions

Keema Group has implemented a supplier code of conduct that is available on our website and sets out the expectations that any suppliers are expected to ahead to in dealing with Keema. We will look to implement a supplier on boarding process during 2023 for any new suppliers so supply chains can be assessed for any new suppliers.

The Keema Automotive Group continues to use a whistle-blower policy and actively train and encourage staff to report any unethical or illegal behaviours. New employees have undertaken specific Modern Slavery policy training on inductions and during 2023 existing staff will continue to

undertake the course training to ensure all staff have been trained in the modern slavery policy by end of 2023. It has been identified, as part of the company review, that knowledge is a key step to ensuring awareness and compliance throughout the Keema Automotive Group moving forward.

Ongoing reviews will be completed with suppliers starting with self-assessment questionnaires to larger suppliers to ensure Keema Automotive Group only works with businesses that operate within the legal framework of the Modern Slavery Act.

The Keema Automotive Group will continue to work with supplier contracts issued to further reduce the risk of modern slavery arising in the supply chain.

The business will continue to actively promote awareness and training of staff so that they can be aware of the policies and also monitor compliance by our suppliers. This will be done by sharing examples with staff of modern slavery as identified in other businesses as examples to raise awareness.

It is expected in the business that management at all levels do their part in ensuring they understand and comply with the policy.

### Effectiveness

To monitor the effectiveness of the above initiatives, a semi-annual review will be completed by the board of directors. This seeks to monitor the controls put in place and make improvements to the systems moving forward to continue compliance and aim towards a best practice approach over coming years.

This statement for Keema Automotive Group was approved by the board of Keema Holdings Pty Ltd as the parent entity on 30th May 2023.



Tristan Van Riel

Managing Director – Keema Holding Pty Ltd

Date: 30th May 2023