

AMA GROUP

# Modern Slavery Statement

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30 June 2021

# AMA GROUP

## ANNUAL MODERN SLAVERY STATEMENT FOR REPORTING PERIOD ENDING 30 JUNE 2021

This statement is published by AMA Group Limited (ACN 113 883 560) and includes all subsidiaries (collectively, AMA Group) in compliance with *Australia's Modern Slavery Act 2018* (Cth). AMA Group has worked to ensure that the right policies and practices are 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 the AMA Group. AMA Group has continued to work closely with key business areas including Human Resources and Procurement to ensure risks specific to each area were identified. This statement outlines the actions that AMA Group has taken and will continue to take in our commitment to assess modern slavery risks within our operations and supply chain.

AMA Group respects ethical labour practices and has a zero-tolerance to any form of human rights abuses, including in our operations and supply chains, and we expect that all our employees, suppliers, contractors and agents uphold these values. AMA Group is committed to respecting human rights throughout our business and will make every effort to operate our business and source our products and services ethically and responsibly.

This statement has been approved by the Board of AMA Group Limited.



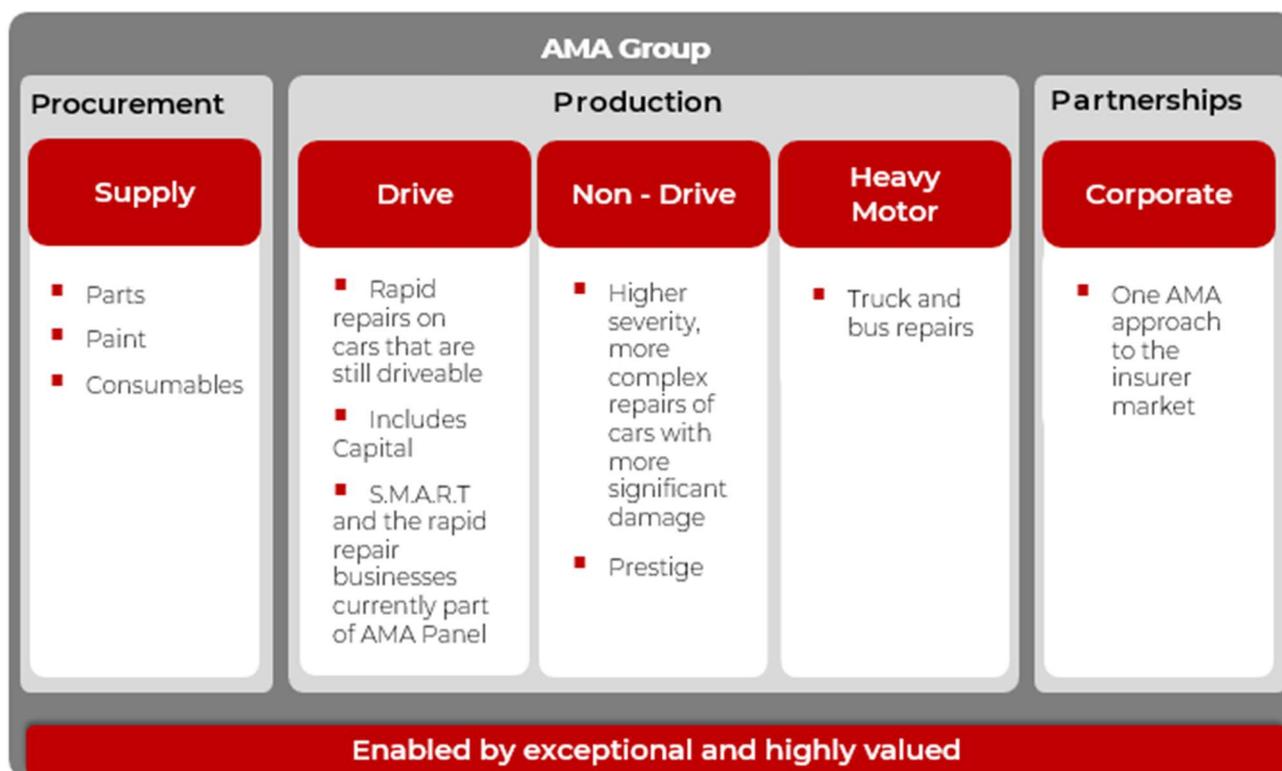
Carl Bizon  
Group CEO  
AMA Group Limited

## 1. AMA GROUP STRUCTURE & OPERATIONS

AMA Group Limited is a Public Company listed on the Australian Securities Exchange (ASX: AMA).

AMA Group is the holding company of a number of operating subsidiary companies in Australia and New Zealand. AMA Group's registered address is Level 4, 130 Bundall Road, Bundall QLD 4217.

AMA Group is Australia's largest vehicle accident repairer and a leader in the vehicle aftercare and accessories market. Headquartered in Australia, AMA Group operates 178 repair sites throughout Australia and New Zealand.



## 2. RISK OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

### OUR BUSINESS

All of AMA Group's operations are conducted in Australia and New Zealand. AMA Group recognises that our employees must be treated fairly and with respect and paid in accordance with relevant and applicable legislation. AMA Group has implemented controls and processes throughout the business to manage and mitigate the risk of causing or contributing to any aspect of modern slavery within our workforce.

## Modern Slavery Statement

AMA Group has 3,725 employees throughout its Australia and New Zealand operations. The AMA Group Code of Conduct outlines AMA Group's commitment to its employees, customers and all stakeholders and the expectations of all AMA Group employees, contractors and Directors. In particular, the code requires awareness of and compliance with laws and regulations relevant to the business of AMA Group, including occupational health and safety, fair trading and dealing, privacy and employment practices.

### SUPPLY CHAIN

AMA Group's supply chain includes over 1,000 suppliers comprising an extensive range of automotive aftercare products including automotive parts, consumables and accessories.

The majority of AMA Group purchases are from Australian and New Zealand based companies on short and long-term contractual arrangements and relationships. Many of these suppliers are supplying goods sourced through large global automotive original equipment manufacturers. After completing an extensive review, AMA Group considers that the inherent risk of modern slavery in this supply chain is low.

Noting this, AMA Group has also identified very limited circumstances in which the inherent risk of modern slavery could be considered high, and further investigations are prudent.

### 3. ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISK OF MODERN SLAVERY

AMA Group has adopted a staged approach to identifying and assessing potential modern slavery risks within our operations and supply chain and has established a Modern Slavery working group (including external consultants) to manage and address modern slavery risks within our operations and supply chain.

As part of our commitment to manage modern slavery risk, during the reporting period, we have implemented regular reviews of our existing policies to ensure that the policies ensure AMA Group's compliance to the Modern Slavery Act.

### GOVERNANCE FRAMEWORK

AMA Group's Governance Framework includes positively influencing ethical behaviour including Modern Slavery within the AMA Group and supplier networks.

## POLICIES

Code of Conduct	Diversity Policy	Modern Slavery Policy	Whistleblower Policy
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## MODERN SLAVERY FRAMEWORK

### Identify



Collect information

### Assess



Ask questions  
Review responses  
Validate against independent sources

### Manage



Raise issues  
Track issues to completion

### Monitor



Continuously monitor for any red flags

## CODE OF CONDUCT

AMA Group's Code of Conduct sets out the minimum standard for conducting business with the AMA Group in a safe, professional, legal and ethical manner and as such includes:

- Ethical business practices to accept responsibility for behaving professionally, ethically and with integrity and fairness.
- Social behaviour to conform to relevant labour standards.
- Environmental behaviour to recognise the importance of reducing environmental impacts.
- Modern Slavery Act compliance.

## WHISTLEBLOWER POLICY

AMA Group is committed to the highest standards of conduct and ethical behaviour across its Group and to promoting and supporting a culture of honest and ethical behaviour including labour practices and human rights.

The Whistleblower Policy provides a confidential and secure process for addressing wrongdoing which may otherwise go undetected. AMA Group encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving the AMA Group.

### TRAINING

AMA Group understands the importance of employee awareness of AMA Group's policies and practices and aims to increase awareness of modern slavery via appropriate training in relation to promoting ethical behaviour within our operations and will include an update in future reports.

We recognise that training and building employee awareness is a key component of addressing risks of modern slavery, both internally, and within our external supply chain.

AMA Group is developing its training program with a focus on staff in key leadership and commercial procurement roles.

### ACTIONS TAKEN BY THE AMA GROUP

- Continued to strengthen supplier agreements and tender documentation to include undertakings by suppliers or potential suppliers in relation to their compliance with the Modern Slavery Act.
- Sent Modern Slavery Risk assessments to a majority of our suppliers. These assessments request that suppliers respond/confirm the following:
  - awareness by supplier of any instances of suspected unethical behaviour including modern slavery
  - jurisdictions in which the supplier operates
  - whether suppliers have appropriate policies aimed at restricting unethical conduct
  - whether the supplier imposes any expectations in relation to compliance with modern slavery behaviour on its supply chain
- Engaged extensively with our supply chain to provide them with key Modern Slavery information and informing suppliers of AMA Group's commitment to the eradication of Modern Slavery in today's world. As awareness around the Modern Slavery Act increases, AMA Group expects the engagement level amongst its supply chain to significantly increase.

AMA Group appointed external consultants to review responses received from suppliers and continuously monitor for red flags

## 4. ASSESSMENT & EFFECTIVENESS OF OUR ACTIONS

AMA Group recognises the importance of monitoring the effectiveness of our anti-modern slavery actions and processes. During this reporting period, AMA Group has continued to:

- Engage with our supply chain to increase the level of engagement.
- Review and assess the supplier risk assessment results.
- Perform additional due diligence of any identified high-risk suppliers.
- Regularly assess the effectiveness of the processes implemented and adjust to ensure target outcomes are achieved.

AMA Group have not found any specific instances of modern slavery which exists in the supply chain.

## 5. FUTURE COMMITMENTS

AMA Group will continue to develop our internal understanding, oversight and management of modern slavery risks throughout our operations and supply chain.

AMA Group's focus during the next reporting period will be:

- Continue to enhance our Modern Slavery Risk Management Framework and processes by further increasing our maturity in the area of Modern Slavery identification and mitigation.
- Continue to work with our supply chain to ensure that the awareness of the Modern Slavery Act and its obligations is communicated and recognised by all parties which together make up our supplier ecosystem.
- Continue to expand our Modern Slavery Awareness training to our employees and contractors.
- Undertake further review of selected suppliers where any red flags are identified.

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<b>Approved By</b>	AMA Group Board	<b>Maintained By</b>	AMA Group Board