



Ducati ANZ Pty Ltd

# Modern Slavery Statement

2020



## 1. Introduction

This Modern Slavery statement has been prepared in accordance with the provisions of section 16 of the Modern Slavery Act 2018 (the Act) and covers the activities of Ducati ANZ Pty Ltd ABN 19 636 589 430. Ducati ANZ's (DANZ) modern slavery statement (Statement) summarises DANZ's structure and operations, supply chains, modern slavery risks and controls in place for the period 1 January 2020 – 31 December 2020 (Reporting Period).

This statement also incorporates the Slavery and Human Trafficking statement of Ducati Motor Holding S.p.A. (DMH), which applies to all entities of the Ducati group (Ducati Group) and sets out Ducati Group's global approach, processes and principles to combat slavery and human trafficking. The Ducati Group statement is updated annually. Where applicable, DANZ has adopted these or similar processes in its operations in Australia. For the latest version of the Ducati Group's Slavery and Human Trafficking statement, please see the link below:

- [Ducati Slavery and Human Trafficking Statement 2021.pdf \(ctfassets.net\)](#)

## 2. Structure and Operations

DANZ is a private company incorporated in Australia and is the exclusive authorised importer of Ducati branded vehicles, parts, accessories and apparel (Products) into Australia. DANZ distributes its Products to a network of independently owned franchise dealers. DANZ's head office is located in Sydney. At the end of the Reporting Period, DANZ employed 10 employees. DANZ is a wholly owned subsidiary of DMH, the manufacturer of the Products. The ultimate parent undertaking and controlling party is Volkswagen Aktiengesellschaft.

## 3. Supply Chains

DANZ's supply chain consists of two parts. The first being an international supply chain of vehicles, parts, accessories and apparel for resale sourced from DMH. This global Tier 1 supply chain is administered and monitored from DMH's headquarters based in Bologna, Italy.

DANZ's second supply chain part is its locally appointed suppliers (the majority of those being non-automotive-specific). These suppliers and service providers are located in Australia, and elsewhere in the world and engaged to fulfil DANZ's business operations as an importer and distributor.

## 4. Risks of Modern Slavery in DANZ's operations

The risk of modern slavery in DANZ's own operations (distribution of vehicles, parts, accessories and apparel) is low. There is no known susceptibility to modern slavery in our activities, these sectors are highly regulated in Australia.



## 5. Controls to Address Modern Slavery Risks in Australia

### (a) Code of Conduct for Employees

The Ducati Group [Code of Conduct](#) for Employees (Code) applies to all employees of the Ducati Group, including DANZ's employees. The Code is based on shared values which determine how we work, make decisions and interact with one another and supports ethical and responsible conduct with a focus on our responsibility as a member of society, our responsibility as a business partner and our responsibility in the workplace.

At DANZ, we respect human rights and support the observance of these rights. We reject all deliberate use of forced or compulsory labour. Child labour is prohibited. We comply with all applicable Australian employment laws, including the minimum age requirements for employment.

### (b) Code of Conduct for Business Partners

In addition to the Code of Conduct for Employees, supplier relations are governed by the [Code of Conduct for Business Partners](#). It sets out Ducati Group's expectations of our business partners conduct with respect to core environmental, social and compliance standards, including internationally acknowledged human rights. By progressively integrating these requirements in our local procurement process, we seek to ensure that our sustainability standards are observed along our supply chain.

### (c) Supplier Contracts

Where possible, contractual agreements with suppliers include specific provisions requiring suppliers/service providers to:

- Comply with Modern Slavery laws and not engage in any form of Modern Slavery.
- Take all reasonable steps to ensure that its suppliers do not engage in any form of Modern Slavery (including undertaking due diligence in its selection of suppliers, and continually monitoring and auditing its suppliers for this purpose).
- Allow DANZ to audit the supplier/service provider for compliance with the Act.

DANZ maintains its zero tolerance approach to any form of modern slavery. DANZ acknowledges that modern slavery exists and is a risk to all businesses. In the event that any of DANZ's business partners are found to be engaging in slavery or other unethical working practices, DANZ will take steps to address those issues with this business partner, seek to drive improved standards and, if deemed necessary, will either suspend or terminate its relationships with any such business partners.

### (d) Speak Up Culture/Whistleblower System

The Ducati Group has established a [Whistleblower System and Policy](#) which places great importance on fostering a speak-up culture that encourages employees, business partners and third parties to speak up and report suspected wrongdoing and raise concerns relating to serious misconduct. Reportable misconduct includes modern slavery concerns and suspicions of human rights violations.

Reports can be made via telephone, e-mail, mail and via an online tool, in person and anonymously, on request. Strict confidentiality and privacy is maintained throughout the entire process. The Whistleblower System guarantees the highest possible protection for whistle-blowers and affected persons. Discrimination against whistle-blowers is a serious regulatory violation and is not tolerated.

### (e) Training and Awareness

As part of our internal training and communication plan, our employees receive information specific to modern slavery risks, as well as periodic training on the Ducati Group Code of Conduct, which also includes a focus on Business Human Rights.





## 6. Tracking the effectiveness of our action over the next 12 months

DANZ is aware that as a responsible corporate, we must continue to work collaboratively with business partners to ensure the risks of Modern Slavery are managed effectively. To that end, during the course of 2021 and beyond, DANZ's objective is to work collaboratively with our locally appointed business partners, to ensure the risks of Modern Slavery are identified and managed as much as possible and to positively influence sustainability performance.

To this end, we plan to track the effectiveness of our planned actions by:

- Continuing to develop our local risk assessment processes;
- Conducting Board training and awareness;
- Conducting Employee training and awareness;
- Ensuring Modern Slavery measures are continually developed by our Procurement tools and processes;
- Reviewing legacy contractual agreements to identify and rectify any gaps that may not reflect our new Modern Slavery requirements.

## 7. Consultation and Commitment of the Board of Management

The preparation of this Modern Slavery Statement has been undertaken in consultation with our parent entity, Ducati Motor Holding S.p.A., specifically with the Ducati Compliance department. The continuous monitoring of the effectiveness of DANZ's Modern Slavery controls will continue to be managed operationally by DANZ's management team in consultation with our Compliance Officer and the respective DMH departments.

This statement was approved by the Board of Ducati ANZ Pty Ltd on 11.08.2021



**Sergi Canovas**  
Managing Director



**Michelle Koo**  
Chief Financial Officer

