



Modern Slavery Statement

Approved by the Tyremax Group Board
on 25 November 2025.





Introduction

Modern slavery is a term used to cover practices such as forced labour, slavery, debt bondage, extreme forms of child labour, forced marriage, deceptive recruitment, and human trafficking.

It is a human rights violation and exploitative crime with devastating consequences for the health and wellbeing of its victims. It describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.



In 2021 the International Labour Organisation estimated that 50 million people were victims of modern slavery worldwide.

The most prevalent form of modern slavery is forced labour, which disproportionately affects people in more vulnerable circumstances, such as children and young people, undocumented migrants and those living in poverty.

This Joint Modern Slavery Statement of the Tyremax Group for the 2025 financial year articulates our position on modern slavery and our plans to understand and investigate the risk in our operations and supply chain. To assist us in this endeavour, we have consulted with Unchained Solutions Pty Ltd to develop a governance and risk management framework to assess the risks and develop a strategy for continuous improvement.

Our aim with reporting our actions against modern slavery is to be as transparent as possible. We hope our transparency will help other organisations to learn from our experiences, as they implement their own approaches. We welcome feedback, and look forward to learning from other organisations, as we work together with our members and stakeholders to address this serious human rights violation.



Tyremax has an unwavering commitment to working against Modern slavery in all its forms. We are truly a values-based organisation, and we recognise that we have a crucial role to play in working against it as we build long-term relationships with our suppliers and customers".

- Marius Vermeulen CEO



About Tyremax



The Trustee for The On Track Tyres No. 2 Trust (ABN 98 050 635 023), TMA Imports Pty Ltd (ACN 646 270 706), Tyremax Dealer Pty Ltd (ABN 19 684 228 322) and Tyremax Limited Partnership (NZBN 9429043244317) (together 'Tyremax Group') are the joint reporting entities for the purpose of this Modern Slavery Statement.

The Tyremax Group includes the following trading entities:

Australian Tyremax trading entities (together 'Tyremax Australia'):

- A)** The Trustee for The On Track Tyres No. 2 Trust (ABN 98 050 635 023);
 - B)** TMA Imports Pty Ltd (ACN 646 270 706);
 - C)** The Trustee for Tasmanian Property Unit Trust (ABN 89 823 018 755).
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Tyreconnect (Australia) trading entity ('Tyreconnect'):

- A)** Tyremax Dealer Pty Ltd (ABN 19 684 228 322).
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New Zealand trading entity ('Tyremax NZ'):

- A)** Tyremax Limited Partnership (2578043/NZBN 9429043244317).

In addition to the above trading entities Tyremax includes 7 Australian non-trading entities and 2 New Zealand non-trading entities.

Tyremax Australia, Tyreconnect, and Tyremax NZ are centrally managed through a common Board of Directors, an Australian-based CEO and a unified management structure. The Tyremax Group is therefore required to report under the Modern Slavery Act 2018 (Cth) (the "Act"), and the report applies to all organisations within the Tyremax Group.

Tyremax Dealer Pty Ltd (Tyreconnect) is a new entity that was set up to acquire the assets of tyreconnect Pty Ltd early in 2025.



Tyremax Group proudly offers a diverse portfolio of globally recognized tyre brands, catering to both on and off-highway market segments.

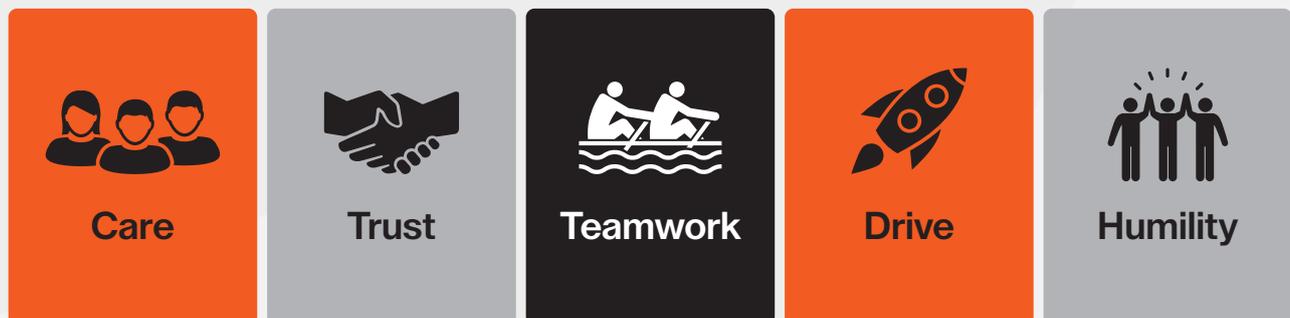
Our reputation for quality and exceptional service is built on our unwavering commitment to excellence. With eighteen strategically located warehouses across Australia and New Zealand, we ensure robust inventory levels and industry-leading delivery services, maximising customer satisfaction. Above all, our team embodies a culture of care and dedication at every level, ensuring that we not only meet but exceed our customers' expectations.

As an importer and wholesaler, our supply chain involves the purchase of products from manufacturers based overseas and services needed to support the inbound freight, storage and delivery of products to our customers. Products are sourced from numerous overseas manufacturers based in Europe, USA and Asia.

The Tyremax Group is overseen by a common Board of Directors. This Board works through the Chief Executive Officer. The CEO leads an Executive Leadership Team, which is responsible for managing the business's operations, including adherence to human rights standards. The responsibility for ensuring compliance with the Act lies with the Chief Executive Officer and the Executive Leadership Team, who are supported by Tyremax Group's internal Modern Slavery Working Group.

Key roles within the wider Tyremax Group leadership team include the Chief Financial Officer, Chief Operations Officer, Chief People Officer, Chief Merchandising Officer, Group Sourcing Manager, Chief Technology Officer, and National Sales Managers in both Australia and New Zealand. Together, they are committed to upholding Tyremax Group's obligations under the Act and promoting ethical practices throughout our operations and supply chain.

Tyremax's organisation-wide core values are:



Our Operations and Supply Chain

Tyremax Group operates exclusively across Australia and New Zealand, with its Australian registered office located at 1 Heyington Avenue, Thomastown VIC 3074.

The Tyremax Group operates from eighteen strategically located distribution centres across Australia and New Zealand: Adelaide, Auckland, Brisbane, Christchurch, Darwin, Dunedin, Hamilton (New Zealand), Hobart, Invercargill, Launceston, Melbourne (2), Palmerston North, Perth, Sydney, Tauranga, Townsville and Wangaratta.

Tyremax Group's comprehensive sales and distribution facilities ensures efficient distribution coverage of both metropolitan and regional areas nationally across Australia and New Zealand.

Our business activities encompass the importation, storage and wholesale distribution of tyres to retailers across Australia and New Zealand, servicing both the on and off-highway market segments. It is important to note that Tyremax Group does not engage in the manufacturing of the products we distribute, nor do we engage in the retail sale of our products.

Below is a diagram illustrating the Executive Leadership Team structure.

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Operations

All Tyremax Group employees and management are based within Australia and New Zealand, reflecting our commitment to local employment.

Our internal operations comprise employees on both permanent and casual contracts. Recognising that casual contracts can pose risks, we are proactively reviewing and updating our employment policies to mitigate these risks. Our goal is to ensure fair and secure employment conditions for all staff.

Given the nature of our business, we employ individuals from diverse backgrounds, including immigrants and those considered more vulnerable who may be less aware of their rights. To support these employees, we provide comprehensive training and ensuring they are fully informed of their rights and protections within our organisation.

Products and Services

Tyremax is an importer and wholesaler of multiple global tyre brands for companies and consumers.

These brands include:

Continental

Maxxis

Starmaxx

Goodyear

Ontraka

Vitora

Hifly

Rovelo

Vredestein

Maxam

Sailun



Supply Chain

As an importer and wholesaler, Tyremax Group's supply chain involves the purchase of products from manufacturers based overseas along with the services needed to support the inbound freight, storage and delivery of products to our customers.

Goods are sourced from numerous overseas manufacturers. These manufacturers are headquartered in Taiwan, the USA, China, Germany, South Korea, India and other countries. Many have multiple production facilities both in their home countries and other locations, including Thailand, Malaysia, Vietnam and Cambodia.

Some goods are sourced from suppliers based in Australia and New Zealand. This category includes some tyres for resale, along with other ancillary goods such as packaging supplies and some promotional merchandise.

Services include sea freight, road and rail transport, rental of premises, IT support and infrastructure, cleaning, maintenance, vehicle leasing, recruitment, and insurance. These services are typically sourced from providers within Australia and New Zealand, either from locally owned businesses or local subsidiaries of international businesses.

Tyremax Group's top ten suppliers together provide more than 75% of all the goods and services purchased by the group. This group of ten suppliers includes six product suppliers, two building landlords and two providers of sea freight services.

Alongside these large suppliers Tyremax Group sources goods and services from many hundreds of smaller suppliers, many of which are based in Australia and New Zealand.



Identifying Modern Slavery Risk



The Act provides eight types of exploitation that meet the definition of modern slavery. They are:

1. Trafficking in persons

2. Slavery

3. Servitude

4. Forced marriage

5. Forced labour

6. Debt bondage

7. Deceptive recruiting for labour or services; and

8. The worst forms of child labour

The worst forms of child labour refer to slavery practices or hazardous work involving children.

Risk in Supply Chain

In previous reporting periods, Tyremax Group has considered risks that may potentially cause, contribute to or be directly participating in modern slavery practices, consistent with the Act and the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities. These risks included: Financial; Geographic; Industry; and whether the supplier has submitted a modern slavery statement.

A review of Tyremax Group accounts payable data and categorisation of the spend allowed us to conduct an inherent risk assessment based on the following risk indicators:



Sector and industry risks:

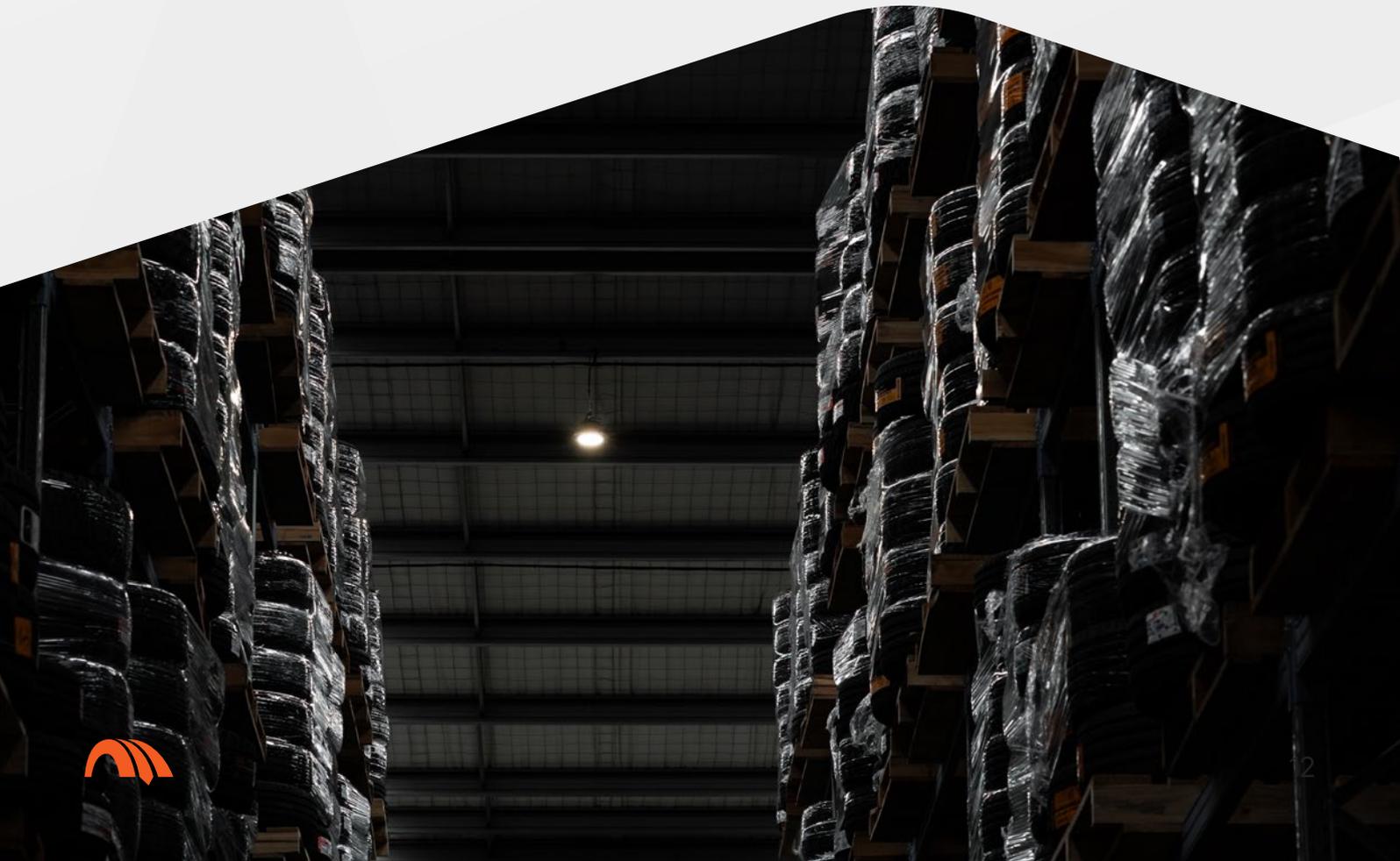
Certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes. For example, mining, textiles and fashion, fishing, electronics, cleaning, and agriculture are recognised as high-risk industries globally.

Product and services risks:

Certain products and services may have high modern slavery risks because of the way they are produced, provided or used. For example, bricks, cobalt, cotton and rubber are recognised as high-risk products globally. Similarly, services that involve lower wages, manual labour, casual/seasonal workers or low qualification, such as cleaning may have high modern slavery risks.

Geographic risks:

Some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty.



During the reporting period Tyremax Group engaged external consultant Unchained Solutions Pty Ltd to assess the inherent risks of 250 of our largest suppliers by spend.

Based on the UNSPSC taxonomy, suppliers were categorised to their commodity and given a risk profile based on their country risk and category risk indicators.

Based on this assessment, and building on work done on previous periods, we classified Tyremax Group suppliers as follows:

Category	Number of Tyremax Group suppliers	% of total Tyremax Group purchases	2025 Actions
Suppliers with completed Tyremax 2024 questionnaires	9	50.6%	Next questionnaire due 2026
Entities reporting under the Act	44	30.3%	Rely on supplier's Modern Slavery reporting
Low inherent risk (external view) with no questionnaire and not reporting	150	13.5%	No action
Medium or high-risk suppliers with no previous questionnaire and not reporting	14	1.9%	New questionnaires sent during 2025
Low-volume suppliers below materiality threshold	-	3.7%	No action



A total of 14 new supplier assessment questionnaires were sent out. 12 were completed and returned, while 2 questionnaires were not completed:

- One was for an Australian-based recruitment company which declined to respond as the Tyremax Group was no longer using their services.
- One was for a China-based tyre manufacturer which failed to complete the questionnaire by the deadline.

It should be noted that there is no indication that either of the two suppliers above have any Modern Slavery in their supply chains.

Risk in Operation

Tyremax Group has identified key areas of risk among those entities who service our warehouse facilities including risks in labour hire, cleaning and maintenance. We currently take steps to ensure all our facilities throughout Australia and New Zealand adhere to specific workplace health and safety standards as well as fair labour practice governed by the Fair Work Act 2009 (AUS) and Employment Relations Act 2000 (NZ).



Actions Taken



In the 2025 reporting period, we took steps to advance our engagement with the issue of modern slavery and the implementation of the Act, through the advisory and support of Unchained Solutions Pty Ltd.

1. Modern Slavery Working Group

A modern slavery working group was formed including the Group Sourcing Manager, Chief Merchandising Officer, Chief People Officer, Chief Operations Officer, and Group Risk Manager. The group met several times during the year to review progress and raise awareness of Modern Slavery throughout the business.

2. Supplier Engagement

Following the initial Supplier Due Diligence SAQ process in early 2024 (articulated in our 2024 statement), we engaged some of the suppliers individually to discuss their responses and identify pathways for improvement in their governance and risk management processes.

During the 2025 reporting period we issued self-assessment questionnaires to 14 suppliers that had been identified as high or medium risk in our inherent risk assessment

In the self-assessment process we asked these suppliers to provide insights into the nature of their business operations, employee relations and risk management processes using 32 questions that covered five key areas:

Worker Information

Auditing, Certifications & Attributes

Due Diligence Activities

Employee and Labour Hire Risks, and

Grievance and Remediation



3. Awareness Training – E-Learning

Throughout the reporting period 35 executive leaders, managers and operational staff have completed awareness training on the issue of modern slavery to understand the global impact of forced labour, the reporting criteria of the Act, and how individuals can make their own impact as conscious consumers.

4. Executive Leadership Team Presentation

In February 2025, the Tyremax executive leadership team hosted an executive round table discussion with Unchained to discuss the reporting requirements under the Act and the salient risks of modern slavery to the business with a special reference to the risk in tyre and tube manufacturing and rubber plantations. This session enabled to leadership to explore human rights due diligence, and how to monitor and report on modern slavery risks effectively.

Action Plan

In the 2026 reporting period, we have committed to the following actions:

- Refreshed Modern Slavery Training for team members involved in procurement, payments to suppliers, operations management and recruitment.

- Ongoing meetings of the Modern Slavery Working Group comprising the Group Sourcing Manager, Chief Merchandising Officer, Chief People Officer, Chief Operations Officer, and Group Risk Manager

- Issue of Supplier Assessment Questionnaires to selected suppliers.

- Review of the modern slavery statements produced by suppliers that are reporting entities.

- Ongoing engagement with suppliers to review their Supplier Assessment Questionnaire results.

- Visits to supplier factories which will include formal and informal assessments of working conditions.

- Development of modern slavery statement for 2026 financial year.



Measuring Effectiveness



Since our initial engagement with the Act, we have been monitoring the effectiveness of our actions by keeping a register of the number of stakeholders, including employees and direct suppliers, who have completed key due diligence activities such as self-reporting questionnaires and awareness training modules. We have also maintained a monitoring and reporting mechanism to record any cases of modern slavery in our supply chains and operations.

Action	Metric	Result	Detail
Suppliers	% of suppliers that have completed due diligence questionnaires or provided their own statements.	80.9%	% by purchase value.
Training	Number of people within the business who received Modern Slavery Training within the reporting period	35	Formal awareness training completed during reporting period.
Reporting	Number of Modern Slavery concerns reported	0	None reported.



Consultation Process

Tyremax Australia functions as a single integrated business, with all Australian employees directly employed by Tyremax Pty Ltd (ACN 111 414 218) as trustee for The On Track Tyres No. 2 Trust (ABN 98 050 635 023). From a functional perspective, although some transactions are processed by different entities within Tyremax these are all carried out by the same Tyremax employees and there is thus no need for separate consultation with Australian entities owned and managed by us.

Tyremax NZ is managed alongside Tyremax Australia inside the Tyremax Group structure. Tyremax NZ shared its transactional data and supplier information with the Tyremax Group as part of the assessment process for this statement.

Some Tyremax NZ staff also have responsibilities within the Tyremax Australia and Tyreconnect businesses; however, all staff in both Australia and New Zealand are accountable to the Tyremax Group's Australian-based CEO and the Executive Leadership Team.

Tyreconnect is highly integrated with Tyremax Australia and operates out of Tyremax Australia sites. Key functions including recruitment, warehouse operation and procurement are carried out by Tyremax Australia staff. Tyreconnect shared its transactional data and supplier information with the Tyremax Group as part of the assessment process for this statement.

Other Relevant Information

Several of our tyre and tube manufacturing suppliers are members of the Global Platform for Sustainable Natural Rubber. In subsequent years we will explore opportunities for collaboration partnership within our trade and industry to strengthen efforts to end modern slavery.





Conclusion

This annual Modern Slavery Statement for the 2025 financial year highlights our organisation's journey to assess, engage, address and monitor modern slavery risks and to positive actions against violation of human rights.



Modern Slavery Act 2018 (CTH) – Statement Annexure

Principal Governing Body Approval

This modern slavery statement was approved by the Tyremax Group Board of Directors as the governing authority of the Tyremax Group.

This modern slavery statement is signed by a responsible member of the Tyremax Group as defined by the Act:



Jeremy Joyce

Director – Tyremax Group

25 November 2025



Mandatory Criteria

Below table outlines the page number/s of our statement that addresses each of the mandatory criteria in section 16 of the Act.

Mandatory Criteria	Page Number/s
Identify the reporting entity	4
Describe the reporting entity's structure, operations and supply chains.	7
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	10
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	15
Describe how the reporting entity assesses the effectiveness of these actions.	18
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultations with the entity covered by the statement). *	20
Any other information that the reporting entity, or the entity giving the statement, consider relevant. **	20

