

Modern Slavery Statement

MODERN SLAVERY STATEMENT

INTRODUCTION

RPM Automotive Group Limited (ASX: RPM), a listed entity and a leading player in the Australian Automotive Industry.

This statement is made pursuant to the *Modern Slavery Act 2018* (Cth) of Australia and sets out the steps taken by RPM to prevent modern slavery and human trafficking from taking place in our supply chain. We are committed to achieving high ethical standards and to acting with integrity in all areas of our business.

STRUCTURE, BUSINESS AND SUPPLY CHAINS

RPM Automotive Group Limited is a leading player in the Australian Automotive Aftermarket, comprising a number of businesses involved in importing, wholesaling and retailing of tyres, mechanical repairs, motorsport apparel and safety equipment, niche manufacturing and a roadside assistance service for the transport industry.

Where we refer to RPM in this statement, we are referring to the collective group, including all of RPM's subsidiaries and affiliates worldwide.

RPM has approximately 230 employees working in 4 specific divisions, namely Wheels and Tyres, Repairs and Roadside, Performance and Accessories and Motorsport, providing products and services to various segments of the Australian Automotive Industry.

POLICIES, TRAINING AND WHISTLEBLOWING PROTECTION

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal Code of Conduct and Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. RPM is proud to promote a working culture in which diversity, equality, inclusion and respect are paramount and where whistleblowing and other procedures for raising concerns are accessible and protected. All employees must read and accept the Code of Conduct as part of RPM's Induction Process.

RISK ASSESSMENT AND DUE DILIGENCE PROCEDURES

RPM views our industry and the majority of our suppliers as low risk. Despite this, we seek to mitigate the risk of modern slavery occurring by:

- Ensuring all employees have the right to work in the relevant territory in which they are employed and ensuring we comply with all local legal requirements in those territories.
- Collaborate with vendors and customers to respond to their own due diligence processes accurately and comprehensively.



THE RPM GROUP

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- Protect whistleblowers and those who raise concerns or grievances by employing a Whistleblowing Policy as well as ensuring HR advice and support.
- Review our supplier guidelines to include the prohibition of modern slavery.
- Our business practices guidelines and external party agreements include language to ensure all of our employees, suppliers and partners engage with and abide by all relevant anti-slavery and human trafficking laws in relation to the services provided.

MEASURING EFFECTIVENESS

We will review our business practices annually to ensure we mitigate any risk of non-compliance with the *Modern Slavery Act 2018* (Cth) of Australia. We will continue to encourage and facilitate conversations throughout our supply chains to ensure any areas of risk or non-compliance are effectively identified and resolved. Our Board of Directors and our Compliance Officers will be responsible for maintaining and where necessary updating this policy on an annual basis.

This statement is made pursuant to the *Modern Slavery Act 2018* (Cth) of Australia and constitutes RPM's anti-slavery and human trafficking statement for the financial year ending June 2024.

Approved by RPM's Board of Directors on 5 September 2024.

Clive Finkelstein

CEO & Managing Director



SafetyDave

www.rpmgroup.net.au

A LEADING AUSTRALIAN AUTOMOTIVE GROUP