



Modern Slavery Statement

Sydney City Volkswagen

East Automotive Pty Ltd

1024 BOTANY ROAD

MASCOT NSW 2020

Phone: (02) 8336 3000

Fax: (02) 8336 3099

ABN 78 604 088 833

Reporting Period: 1 July 2023 and 30 June 2024.

Introduction

In this Statement, unless expressly mentioned otherwise, references to the "**East Automotive**", refers to East Automotive Pty Ltd.

This statement is submitted by East Automotive on its own behalf and sets out the actions taken by East Automotive during the reporting period (**Statement**).

East Automotive is incorporated in Australia.

East Automotive opposes slavery in all forms. East Automotive recognises the importance of protecting human rights and is strongly committed to seeking to ensure that their employees, customers, those who may be impacted by their activities and those within their supply chain operations are free from all forms of modern slavery.

East Automotive Business Structure, Operations and Supply Chain

Business Structure and Operations

East Automotive owns and operates automotive retail dealerships under the trading names: Sydney City Volkswagen, and Sydney City Skoda. East Automotive employed an average of 86 people over the reporting period and provides full-service facilities from its' premises in Botany, Sydney including the sale of new and used vehicles, service, parts, and the facilitation of consumer finance.



Supply Chain

East Automotive's supply chain centres around the manufacture of motor vehicles and parts, and the transportation of the products it sells at East Automotive dealerships and workshop sites. East Automotive's supply chain includes:

- The procurement of motor vehicles and parts from overseas facilities where motor vehicles and parts are assembled;
- The procurement of transportation services from local contractors;
- The procurement of other services from local contractors (for example, labour hire, security, vehicle detailing, cleaning, construction, and repair services).

Risks of Modern Slavery Practices in Operations and Supply Chain

Modern slavery practices within the operations and supply chains of companies present significant ethical and legal risks for the East Automotive, including:

- **Reputational and Financial Risks:** Any association with modern slavery can severely harm the East Automotive's reputation and impact its revenue streams.
- **Legal and Regulatory Risks:** Australia enforces strict laws against modern slavery, and involvement in such practices can lead to substantial penalties, including civil litigation.
- **Operational Risks:** Uncovering modern slavery within a supply chain can disrupt operations, requiring the East Automotive to reassess and potentially restructure its supply chains to eliminate unethical practices, thereby diverting resources from other business priorities.
- **Supply Chain Complexity:** While East Automotive's operations are fully based in Australia - a region with low geographical risk - we recognize potential risks in our global supply chains. These supply chains can be intricate and lack transparency, making it challenging to identify and mitigate modern slavery risks effectively.

During the reporting period, we assessed our supply chains and operations to identify areas with potential modern slavery risks. The assessment highlighted the following high-risk areas:

- **Manufacturing:** Risks associated with modern slavery in the manufacturing sector, as noted in the modern slavery statements of OEM partners.
- **Migration Services:** Offshore labor recruitment, particularly from regions such as the Middle East and the Philippines, carries an elevated risk of exploitative practices.
- **Service Procurement:** Industries such as security, detailing, cleaning, and branded goods procurement, which often rely on unskilled or migrant workers, pose higher risks of modern slavery.



Actions taken by East Automotive to address risks, including due diligence and remediation processes

East Automotive is taking the following action to assess and address risks of modern slavery practices in its operations and supply chains:

1. East Automotive takes active steps towards ensuring that the organisations it enters into business with have ethical workplace practices and acknowledges that this requires continued commitment and diligence.
2. East Automotive has constituted a standing internal working group comprising of key stakeholders who are overseeing the development of the Modern Slavery Plan for the Dealerships. The Modern Slavery Plan will focus on increasing awareness of modern slavery, identifying modern slavery risks and how to respond to those risks.
3. Ongoing education and training of internal stakeholders via various internal and external communication channels.
4. The rollout of the supplier survey, as well as through the development and implementation of the response framework (including the Modern Slavery Policy).
5. In addition, there are several mechanisms for employees and third parties to report (including anonymously) suspected or actual illegal activity or breaches of Company Policy, including in relation to modern slavery issues. Employees can utilise the internal complaints procedure.
6. The current policies in place across East Automotive, which assist in reducing and mitigating any risks of modern slavery.

How East Automotive assess the effectiveness of actions

East Automotive considers it is important to review, update and develop its processes to minimise the risk of modern slavery occurring in connection with its business and operations. This will be achieved through reviewing any information collected from suppliers, finalising our Modern Slavery Policy, and continuing to implement a Modern Slavery Plan. An annual senior management review of our response to modern slavery has been established which will review any relevant issues reported through communication channels including any reported issues with suppliers and monitoring how these issues have been addressed.



Process of Consultation with East Automotive

Monthly management meetings with reporting entities provide an opportunity to report on and review relevant issues or concerns with any suppliers.

East Automotive is committed to continuous improvement with respect to its supply chain and recognises that our company has a global supply chain that exposes it to risks that it may be linked to modern slavery practices through its suppliers.

This statement was approved by the board of East Automotive Pty Ltd.



Darryl Pribut
Dealer Principal

