

# Modern Slavery Statement



Entity's Reporting Period

The financial year 01/07/2023 to 30/06/2024

**2024**

## **Introduction**

The McGrath Auto Group opposes modern slavery in all forms. We are committed to the highest standards of ethical behavior in our business activities and to promoting a culture of honesty, corporate compliance, and good corporate governance.

This statement is made in accordance with the Australian Modern Slavery ACT 2018.

## **Reporting Entity, McGrath Auto Group, Business Structure**

John McGrath Auto Group - Schedule

J & V Holdings Pty Ltd                      ACN 81 122 411 778 is the controlling entity of the trading entities listed below, collectively called "the Group".

McGrath Canberra Pty Ltd      ABN 78 093 024 107

Gusherd Pty Ltd                      ABN 16 093 033 197

Trading As

McGrath Auto Group, John McGrath Auto Group, Belconnen MG, Phillip MG,

John McGrath GMSV, John McGrath Holden, John McGrath HSV,

Prestige Performance Centre,

John McGrath LDV, John McGrath Maserati, John McGrath MG,

John McGrath Prestige, John McGrath Fleet and Demonstrator Clearance Centre,

Belconnen Budget Cars, John McGrath SsangYong, John McGrath Kia,

Mercedes-Benz Canberra, McGrath Budget Cars, Phillip Budget Cars,

Phillip Used Cars, John McGrath Isuzu Ute, John McGrath Peugeot Citroen,

McGrath EV.

## **John McGrath Auto Group - Operations and supply chains**

The Group is composed of 5 Automotive Dealerships with over 200 staff in various locations in Canberra - ACT and Queanbeyan - NSW.

The dealerships retail vehicles, supply spare parts and provide servicing requirements.

Our major suppliers are international vehicle manufacturers or importers, including ; Peugeot, Mercedes-Benz Australia/Pacific, Balverona Pty Ltd (Ateco Group), Isuzu Ute, MG, GMSV, Kia Australia, Chery, Mahindra, SsangYong.

### **Identify the risks of modern slavery practices in the operations and supply chains.**

The Vehicle manufacturers are the largest suppliers our organisation trades with. We acknowledge that risks of modern slavery within this group could exist. We acknowledge that we lack visibility in overseas markets, and this carries additional risks especially in secondary levels of suppliers to the manufacturers.

|We also identify the following non-manufacturer services within our supply chain:

- \* Cleaning Services
- \* Office and Print Supplies
- \* Advertising Services
- \* Provision of financial services related to automotive supply.

These non-manufacturing suppliers comprise a very small proportion of our supply chain, but we consider them to have potential breaches of the modern slavery obligations.

## **Actions taken to assess and address these risks.**

Based on our supply chain risk assessment, the Management Team has implemented the following actions:

- Any at risk suppliers will be required to undergo further assessment to verify the policies and procedures to comply with the Act (or international equivalent)
- We continually review the statements from these suppliers and the steps they are taking in relation to modern slavery.

We have asserted more control over our suppliers as we have maintained close contact with them.

We consulted with this group and implement the above action plan and where the risk remains, alternative suppliers will be sourced.

We will continue to engage with them as a component of the site onboarding for suppliers to raise awareness of our concerns and address any issues arising.

## **Process of consultation with related entities.**

The group has regular common board meetings across its related entities. This consultation is supported by the close nature of working relationships across the group.

## **Action by effective management -Assessing the effectiveness of actions.**

The group is committed to continuous improvement and will continue to monitor the effectiveness of the processes and procedures to address the modern slavery risks that our business causes.

The Group recognises the importance of protecting human rights and ensuring our employees, our customers, those who may be impacted by our activities and those within our supply chain operations are free from all forms of modern slavery, such as :

- forced labour, child labour, debt bondage, abuse of requirements for a minimum living wage and discriminatory employment practices.

McGrath Group's Management Team will assess the effectiveness of the actions taken by ensuring that :

- The Group has strong compliance and risk management practices, policies, and systems.
- we review and identify risks across our operations and supply chains
- Annual reassessment of our supply chain risk.
- Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery

The Group assesses that the actions and approach to its assessment of its exposure to modern slavery practices to be effective and appropriate.

## **Other Relevant Information of the reporting entity**

- The Group ensures that our employees' remuneration and entitlements are in accordance with the Vehicle Repair, Services and Retail Award 2000, Clerks - Private sector Award 2020, and the National Employment Standards.
- Employment standards are published in an employee manual available to all employees, this maintains a consistent application of company policies in a non-discriminatory format and includes methods of redress where applicable.

- The Group is a member of the Canberra Chamber of Commerce and the Australian Automotive Dealer Council. The Group will seek assistance from these industry associations where necessary to develop best practice principles to identify and minimize modern slavery risks.
- The Groups Whistleblower Policy encourages the reporting of any instances of suspected unethical, illegal, corrupt, fraudulent, or undesirable conduct involving the company's business.  
Persons may disclose any reportable conduct to an independent whistleblower service, "Capital Workplace" using the Hotline service phone 02 6231 3722.

### **Principal Governing Body Approval**

This modern slavery statement was approved by the board of JV McGrath Holdings Pty Ltd as the controlling entity of the group on 30 June 2024.



Signed by

John McGrath

Managing Director