

Modern Slavery Statement

MaxiPARTS Limited

1. Introduction

This statement, pursuant to the *Modern Slavery Act 2018* (Cth) (**Act**), sets out the actions taken by the MaxiPARTS Group to address Modern Slavery risks in our business and supply chain for the financial year ending 30 June 2022 (**Reporting Period**). This is MaxiPARTS' third statement under the Act.

We are committed to continuous improvement in our processes to effectively identify and prevent the risk, and remediate any circumstance, of Modern Slavery in our business or supply chain, and this commitment is underpinned by the following Company Values:

- be honest, forthright and ethical in our dealings; and
- encourage deep seated collaboration and accountability.

2. The Reporting Entity

This statement applies to MaxiPARTS Limited ACN 006 797 173 (**MaxiPARTS**) and each wholly owned entity of MaxiPARTS and entities over which MaxiPARTS has control including:

- MaxiPARTS Operations Pty Ltd ACN 110 786 215 (formerly called MaxiPARTS Pty Ltd);
- MaxiPARTS (Qld) Pty Ltd ACN 082 691 423
- MaxiPARTS Australia Pty Ltd (formerly called MaxiTRANS Australia Pty Ltd) ACN 081 151 699;
- ACN 073 708 263 Pty Ltd (formerly called Lusty EMS Pty Ltd) ACN 073 708 263; and
- ACN 159 813 733 Pty Ltd (formerly called Transport Connection Pty Ltd) ACN 159 813 733.

3. MaxiPARTS' structure, operations and supply chain

MaxiPARTS is a public company listed on the Australian Stock Exchange (ASX:MXI). At the start of the Reporting Period, it was the largest supplier of locally manufactured, high quality heavy road transport trailer solutions, including trailer repair and service, in Australia and New Zealand (**Trailer Solutions Business**), and one of Australia's largest suppliers of truck and trailer parts to the road transport industry in Australia through the MaxiPARTS wholesale and retail network.

In September 2021, MaxiPARTS sold the Trailer Solutions Business, known as MaxiTRANS, to an unrelated third party and changed its name from MaxiTRANS Industries Limited to MaxiPARTS Limited.

In February 2022, MaxiPARTS acquired the Truckzone business of truck parts sales and distribution. Following that acquisition, our operations consist of:

1. 28 stores in various locations in Australia; including
2. two warehouses at Truganina, Victoria and Wetherill Park, NSW.

Following the Truckzone acquisition, MaxiPARTS had approximately 250 FTE employees in Australia. Our employees are engaged either by direct contract or under an enterprise agreement that applies to workers in our Truganina warehouse, which covers approximately 5% of our employees.

Following the Truckzone acquisition, our supply chain consists of 1,306 suppliers located in the following areas:

a.	Australia	1,247
b.	Asia	41
c.	Europe	7
d.	The Americas	11
e.	Africa	0

4. The risks of Modern Slavery practices in the operations and supply chains of MaxiPARTS and the entities it owns and controls

MaxiPARTS considers that the risk of directly or indirectly contributing to the following practices:

- Slavery;
- Servitude;
- Unlawful child labour;
- Forced labour;
- Human trafficking;
- Debt bondage;
- Slavery like practices; or
- Deceptive recruiting for labour or services;

(individually or collectively **Modern Slavery**), in its own operations, or the operations of the entities it owns or controls, is low because:

- i. MaxiPARTS' workers are engaged in direct employment relationships, subject to relevant awards or industrial instruments, and at all times, subject to National Employment Standards under the *Fair Work Act 2009* (Cth);
- ii. our employees have free choice of employment; the use of forced, bonded or involuntary labour does not occur;
- iii. MaxiPARTS complies with the national minimum age of employment;
- iv. our employees are not permitted or encouraged to incur debt through recruitment fees, fines or other debts to their employing entity;
- v. employees are not required lodge deposits or identity papers with MaxiPARTS and are free to seek other employment at any time;
- vi. employees are free to leave their place of employment after their shift;
- vii. wages or benefits for a standard working week meet or exceed all legal requirements;

- viii. deductions from wages as a disciplinary measure do not occur, and any deductions which are not permitted by law do not occur unless the employee has consented;
- ix. employees have the right to join or form trade unions or to collectively bargain;
- x. MaxiPARTS adopts an open attitude towards the activities of trade unions, workers representatives and their organisational activities and does not prevent or interfere with legitimate trade union activity; and
- xi. our operations are located in jurisdictions where adherence to law is the norm and transparent and strong labour systems exist, subject to sound regulatory oversight.

Forced marriage is not considered to be a risk for MaxiPARTS' internal operations.

MaxiPARTS acknowledges that it could be directly linked to Modern Slavery at various tiers of its supply chain through products, services or operations, and that it could contribute to Modern Slavery if we engaged in irresponsible practices, including by putting unreasonable time or cost pressures on suppliers.

5. The actions and due diligence processes implemented by MaxiPARTS and the entities it owns or controls, to assess and address risks of Modern Slavery practices

In this Reporting Period, MaxiPARTS focussed on the following measures:

- **Training:** Due to the significant changes in our structure and operations during the Reporting Period, and the material changes in personnel, we repeated training on Modern Slavery for senior employees of MaxiPARTS who have joined the Group, or changes roles, during the Reporting Period.
- **Supplier education:** Training was also offered to a small number of suppliers to help expand their understanding of Modern Slavery
- **Code of Conduct:** A supplier code of conduct was adopted and communicated to suppliers through a specific email program and publication on our website.

Looking forward:

In the FY23 reporting period, it is anticipated that focus areas may involve some or all of the following:

- **Grievance and Remediation Policy** – a policy will be developed;
- **Supplier Education** – delivery of training on Modern Slavery risks to an expanded group of suppliers;

6. How MaxiPARTS assesses the effectiveness of its actions and due diligence processes

MaxiPARTS has determined to measure the effectiveness of its actions and due diligence against the following indicators:

- **Employee Training:** Training was completed by 100% of nominated MaxiPARTS' employees; and
- **Supplier engagement:** The offer of training was accepted and completed by 50% of the suppliers to whom it was offered; and
- **Reports:** Any circumstance of Modern Slavery is identified by MaxiPARTS or reported to us, and it is appropriately remediated.

Based on the following results, we determine our actions in the Reporting Period to be effective:

- **Training:** We achieved completion of Modern Slavery awareness training by 100% of nominated employees. We are confident that this training has raised consciousness of our senior staff of Modern Slavery as a risk;
- **Education and 'value alignment' supplier campaign** – We invited 5 suppliers to undertake the same training on Modern Slavery as that undertaken by our employees. 60% of those suppliers accepted the offer and completed the training; and
- **Reports:** No circumstance of Modern Slavery has been identified by or reported to MaxiPARTS in this Reporting Period.

7. The process of consultation with (I) entities which MaxiPARTS owns or controls; and (II) in the case of a reporting entity covered by a statement under section 14 – the entity giving the statement

MaxiPARTS' Board, Managing Director and Company Secretary receive regular updates on the activities of the Anti-Slavery Working Group.

Senior management of the MaxiPARTS Group are aware of the contents of this statement.

The directors of each reporting entity have approved, by resolution, the issuing of this statement.

THIS STATEMENT WAS APPROVED BY THE MAXIPARTS BOARD.



Mr Rob Wylie
Chair