



MHPL Investments Pty Ltd

# MODERN SLAVERY STATEMENT

2021

## **Introduction**

MHPL Investments Pty Ltd (ACN 010 584 031) and its subsidiary companies (Motorama Group) oppose slavery and any violation of human rights. This Modern Slavery Statement outlines the steps we have taken and intend to take, to identify, manage and mitigate the risk of modern slavery occurring in our business and our supply chains.

## **Our Structure and Operations**

Since its foundation in 1960, the Motorama Group is long established as a values-driven, community-focused company. As Queensland's largest privately-owned family company in the automotive industry, and with over 600 employees across the Group, Motorama's success comes from our people. As a Deloitte's Best Managed Company winner, our strengths come from our values and dedication to customer service, and this shows in the way we conduct our business.

MHPL Investments Pty Ltd ("Motorama Group", "Motorama", "our", "we", "the company") are a private, family-owned company that operates from Brisbane, Queensland, Australia. Our operating entities under MHPL Investments Pty Ltd include the following trading businesses:

- Motorama Moorooka Pty Ltd
- Motorama City Motors Pty Ltd
- Automotive Wholesale Vehicles Pty Ltd
- Brisbane Ironman Pty Ltd
- Motorama Automotive Pty Ltd
- Motorama Management Pty Ltd
- Motorama Hillcrest Pty Ltd
- Motorama Springwood Pty Ltd

Other related entities also covered by this report and included in the broader Motorama Group, include:

- MB Superstore Pty Ltd
- BigBox Holding Pty Ltd
- MHM Automotive Pty Ltd
- Madill No 1 Pty Ltd
- MMM Noosa Pty Ltd
- MMM Gympie Pty Ltd

Our retail area is located primarily in Brisbane, Gympie and Noosa. We have insourced many of our services, and almost all of Motorama's workforce is employed on a permanent basis directly with the company. This helps us to lower the risk of any slavery or humanitarian concerns within the broader team and across our supply chain.

As a values driven company, we place a significant focus on our group mission, “ to provide customers with a can do, cool guest experience, every day, every time”. To ensure we bring this mission to life, our employees are committed to living the company values:

- Care
- Can Do
- Teamwork
- Have fun
- Continuous Improvement
- Be Green

Motorama has a separate entity established as the Motorama Charity Foundation. Through this Foundation, Motorama makes annual financial contributions to selected charity organisations. Since 2019, Motorama has donated \$100,000 per annum to various charity organisations. Recipients of these donations have included organisations such as Starlight Foundation, Foodbank, Whitecloud Foundation and the McGrath Foundation.

Motorama and its employees also contribute significant time and resources to charity and community groups each year. As a part of our “Care” value, our company and our employees donate, help pack and distribute food and other goods, participate in fundraising activities, and provide vehicles and support to many sports clubs, community and charity organisations.

Motorama and its employees are committed to our Care value, and this extends to caring about where the goods and services in our supply chain have come from and how they have been prepared.

### Role Responsibilities

Our Board of Directors and Senior Management Team have overall responsibility for ensuring this Statement is implemented and compliance is maintained.

All team members are accountable for ensuring Motorama policies and procedures are implemented and followed, and demonstrating alignment to Motorama’s mission and values.

### Supply Chain

While our primary suppliers are global vehicle manufacturers, we also have supply chains which include the following goods and services: vehicles, vehicle parts, vehicle consumables such as oil, fuel, lubricants and paint, logistics and transport services, automotive fitting, sublet, cleaning services, storage and waste disposal services, finance and insurance products, property rental, marketing and printing services, information technology and telecommunications products and services, food and beverage, office supplies, and recruitment services.

## **Risks of Modern Slavery Practices**

While Motorama is continuing to build a comprehensive picture of our supply chain, and the risks on modern slavery within it, we have undertaken a review of the potential risks associated with modern slavery practices across our entities and through our supply chain.

As a predominantly motor vehicle car dealership group, we source vehicles from the following manufacturers:

- Chrysler Jeep Dodge - United States of America
- Ford Motor Company - United States of America
- Honda - Japan
- Kia Motors Corporation - South Korea
- Mazda - Japan
- MG (Shanghai Automobile and Industrial Corporation) - China
- Mitsubishi Motors Corporation - Japan
- Nissan - Japan
- Suzuki - Japan
- Toyota Motor Corporation - Japan

A review of the manufacturers our Group retails shows that most have prepared and published their own Modern Slavery Statement demonstrating their commitment to reducing the potential for any slavery or humanitarian concerns within their supply chains.

Our suppliers in other areas are Australian owned and operated businesses, and/or similar to the automotive companies mentioned above, are significant global companies (such as oil and lubricant companies and technology companies) with professional reputations to maintain.

While Motorama have not identified any direct elements of modern slavery in our suppliers or through our supply chain, we recognise that there may be risks involved for our manufacturers in raw materials or materials used in the manufacture of vehicles or other consumables. We continue to assess these risks as part of our ongoing commitment to the Modern Slavery Statement.

## **Actions**

Motorama Group has a written Code of Conduct, a Whistle Blower policy, well-established and well-communicated values, and other policies and procedures that support ethical behaviour and conduct regarding the way we conduct our business.

Our policies and procedures are reviewed annually to ensure they meet both legislative compliance requirements, but also, and just as importantly within our Group, the expected

behaviour and conduct of our employees and our suppliers. Motorama Group is fundamentally committed to treating people fairly and this is demonstrated through our commitment to guest service, our company values, and more broadly by ensuring that our supply chain respects human rights and minimises the risk of modern slavery at any point in this supply chain.

We have ensured our management team understands our obligations and their responsibilities in relation to this Statement. We also train all of our employees on “The Motorama Way”, which is our internal training on customers for life. This training ensures employees are well versed in our company values, understand how to show our guests and others respect and courtesy, and ensure they understand our policies and procedures.

### Supply Chain Risk Management

Motorama Group do not have control over the external organisations and individuals within our supply chain. However, we expect all suppliers who work with our Group directly to comply with the same standards as we expect within our businesses, and ensure that our supplier contracts incorporate people management and human rights.

When reviewing existing suppliers and considering new suppliers, Motorama Group always apply our values, policies, code of conduct and other ethical considerations to our decisions. We continuously work to improve our processes and supplier agreements in line with emerging considerations, such as Modern Slavery and human rights across our supply chain.

As indicated above, Motorama is committed to ongoing review and improvement of our understanding of the risks of modern slavery and humanitarian issues within our broader supply chain. We see this Statement as an ongoing continuous improvement project.

This Statement was approved by the Board of MHPL Pty Ltd on 29<sup>th</sup> April 2021.



Mark Woelders  
Managing Director