

1 Introduction

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) and sets out the risks of modern slavery in the operations and supply chains of WF Automotive Pty Ltd and the actions taken to assess and address those risks during the financial year ended 30 June 2023 (“Reporting Period”). In using the term “risks” in this Statement, we refer to the risk of harm to people.

All businesses, irrespective of size or sector, have an obligation to prevent and address the risk they are connected to adverse human rights impacts. The significance of this has become heightened in light of the ILO’s revised Global Estimates, which has found that there are 50 million people in situations of modern slavery on any given day. This is a marked increase in the prevalence of modern slavery.

2 Structure

WF Automotive Pty Ltd (ABN 69 617 175 158 MD063819), the Reporting Entity, was a private company registered in Australia, wholly owned by The Warren Family Pty Ltd as Trustee for Warren Family Trust. We traded under the name “Peter Warren Toyota”.

During the Reporting Period, WF Automotive was acquired by Peter Warren Automotive Holdings Limited. Accordingly, this is WF Automotive’s final modern slavery statement before it is incorporated into a joint statement with Peter Warren Automotive.

We did not own or control any other entity during the Reporting Period. Accordingly, the reporting criteria regarding the process of consultation with any owned or controlled entities is not applicable.

We are based in South-West Sydney, with our head office and place of business located at 13 Hume Highway Warwick Farm NSW 2170.

3 Operations

Our operations are entirely based in our Warwick Farm location, in the South-West Sydney Region.

We are a specialised Toyota Motor Vehicle Dealership. We were established in 1987 and trade under the name of Peter Warren Toyota. We operate an integrated New and Used Vehicle Retail business providing a full range of Sales and Support including, Aftermarket products, Parts and Accessories, Service and Finance, and Insurance.

Offering	Description
New vehicle	<ul style="list-style-type: none">The sale of new Toyota vehicles
Used vehicles	<ul style="list-style-type: none">The sale of used Toyota vehicles
Aftermarket	<ul style="list-style-type: none">Aftermarket products are the Toyota branded productsProducts include window tinting, tyre and wheel protection, extended warranties, roof racks, tow bars and other accessories generally available at point of sale
Parts and accessories	<ul style="list-style-type: none">Sale of parts and accessories for new and used Toyota vehiclesProvision of parts to service workshopsProvision of parts to third party collision repair and servicing outletsProvision of parts to other dealerships
Service	<ul style="list-style-type: none">Ongoing vehicle maintenanceToyota warranty repairsInternal reconditioning of used vehicles for sale

Finance and insurance

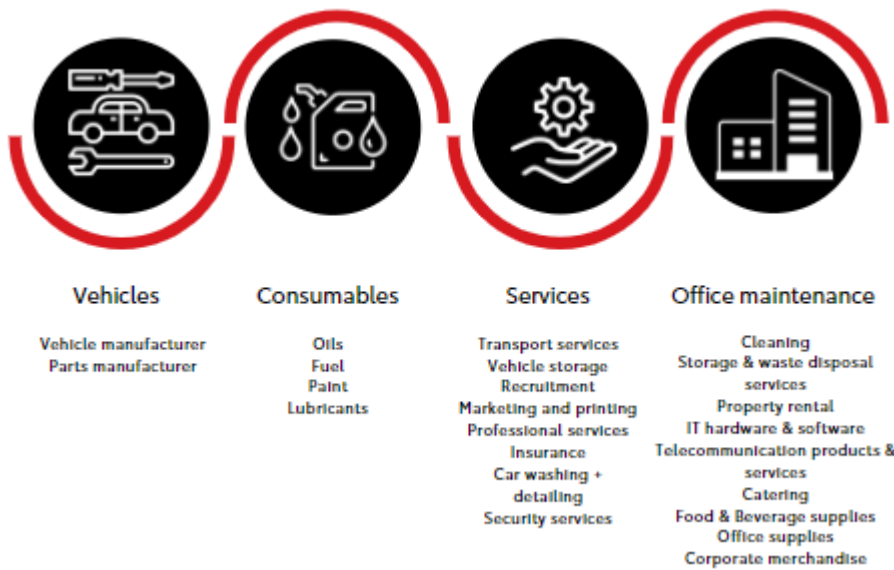
- Sale of third party finance and insurance products to customers

During the Reporting Period, we had 61 direct employees who worked in New and Used Vehicle Sales and Service sections of our business.

For the other sections of our business, employee services are provided by Peter Warren Automotive Pty Ltd (ABN 67 000 293 621 MD5411), through our Shared Service Agreements. Our business is charged a service fee in exchange for provision of employee services pursuant to those Agreements.

4 Supply chain

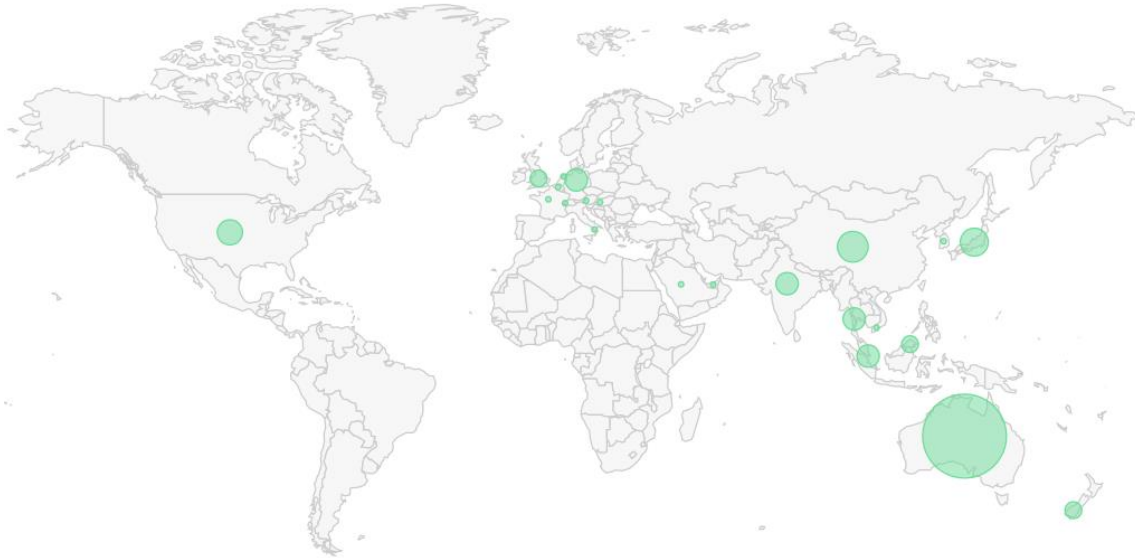
An overview of our supply chain is depicted in the diagram below:



The most significant aspect of our supply chain is the purchase of new vehicles inventory from Toyota. We finance these purchases through the use of floorplan arrangements with finance companies. Floorplan arrangement are short term loan arrangements used to purchase items of inventory which are repaid when the inventory is sold.

Based on the information gathered during the modern slavery questionnaire over the years, the geographic footprint of a subset of our suppliers is shown below.¹ The majority of our direct suppliers are based in Australia but will have their own global supply chains. The green dots denote the countries where some of our suppliers have business operations:

¹ The geographic footprint map from our 2021 modern slavery statement is broadly representative of the locations of our 2023 suppliers.



As our sole OEM, Toyota's supply chain forms a substantial part of our own supply chain. To understand our supply chain in connection with Toyota, we considered Toyota Motor Corporation Australia's (TMCA) Modern Slavery Statement dated September 2023 and Toyota Motor Corporation's (TMC) report on actions taken in relation to forced labour of migrant workers also dated September 2023. TMCA reported that procured from 1261 first tier suppliers with the largest category of spend comprising the importation of vehicles from Toyota suppliers in Japan, Thailand, Austria and the USA. TMC reported that it has 11,167 global suppliers of which 61.2% of suppliers are based in Asia, with 25.5% in Japan (as of August 2023).

5 Modern slavery risks in our operations and supply chains

In seeking to assess the modern slavery risks in our operations and supply chain, we considered the potential for our business to cause, contribute to, or be directly linked to modern slavery in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs). In doing so, we looked at:

- the risk that our operations may directly result in modern slavery practices;
- the risk that our operations and/or actions in our supply chains contribute to modern slavery; and
- the risk that our operations, products or services are connected to modern slavery through the activities of another entity, including business partners.

Given the fact that our operations are based in Australia, our geographic risk remains low according to the Global Slavery Index. However, the 2023 Global Slavery Index estimates that on any given day in 2021, there were 41,000 individuals living in modern slavery in Australia. This equates to a prevalence of 1.6 people in modern slavery for every thousand people in the country. In this context, we recognise that Australia is not immune to modern slavery. However, having regard to our ongoing compliance with the legal framework regulating employment practices in Australia, and our policies and controls in place, the risk that we have caused or contributed to modern slavery in our operations remains low.

Our most salient risks remain deeper in our supply chain, where there may be greater risk by virtue of the sector profile of our suppliers driven largely by the use of low skilled labour, often in higher risk countries and where there are opaque subcontracting arrangements.

As reported in TMC's report on actions taken in relation to forced labour of migrant workers, foreign workers and migrant workers in Japan can be particularly vulnerable to labour exploitation and forced labour. TMC notes that this risk could potentially be found within TMC or its supply chain. TMC's report described the work they continue to do to mitigate the risks associated with the payment of recruitment fees by foreign intern trainees working in manufacturing companies located in Vietnam, China and Indonesia.

In addition to the automotive sector, our supply chain also includes suppliers operating in sectors generally considered higher risk for modern slavery, irrespective of geographic location, such as car washing, detailing and office cleaning. The risk profile of these sectors are heightened by the utilisation of unskilled workers on temporary visas with limited ability to negotiate their wages and rights in the workplace. This gives rise to increased risks for forced labour and debt bondage.

There continues to be modern slavery risks inherent in the supply chain behind the uniforms and corporate merchandise we purchase, the lithium in our laptops and smartphones, the food and beverages we serve on our premises and hospitality services we purchase. The risks in these goods stem from the later tiers of our supply chain, over which we have limited visibility.

6 Actions taken to assess and address modern slavery risks

During the reporting period, we continued the implementation of our workplace relations legal compliance framework, which in turn, mitigates the risks of modern slavery occurring in our direct workforce.

We also continued to have in place our Supplier Code of Conduct and modern slavery contract clauses as part of our supplier agreement templates during the Reporting Period. Our Human Rights Policy also remained in place during the Reporting Period.

Reporting Grievances / Remediation

We did not receive any reports of actual or suspected instances of modern slavery during the Reporting Period.

If we found that our business had caused or contributed to adverse human rights impacts such as modern slavery, our response would be guided by the UNGPs. The UNGPs provides that businesses in this situation need to remediate the impact by taking a person-centred approach protecting the safety, privacy, and wellbeing of the affected person. We would undertake a full investigation of the situation to ensure that an appropriate corrective action plan is implemented and assess how similar impacts could be avoided in the future.

Due diligence

In previous reporting periods, we issued the modern slavery questionnaire (MSQ) to selected suppliers that provided goods or services. The average risk rating based on the completed questionnaires in previous years was low overall. During 2023, we did not re-issue the MSQ to our suppliers. However, as our supply categories remains largely unchanged year on year, it is likely that the results from previous years would remain current for 2023.

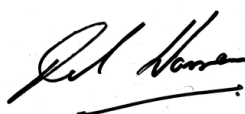
7 Assessing the effectiveness of our actions

Moving forward, our business will operate under the structure and due diligence framework of Peter Warren Automotive Holdings Limited and our assessment of effectiveness will align with the methodology adopted in the Peter Warren Automotive statement.

8 Approval

This Statement was approved by the Board of WF Automotive Pty Ltd on 23 January 2024.

Signed,



Paul Warren
Director
23 January 2024