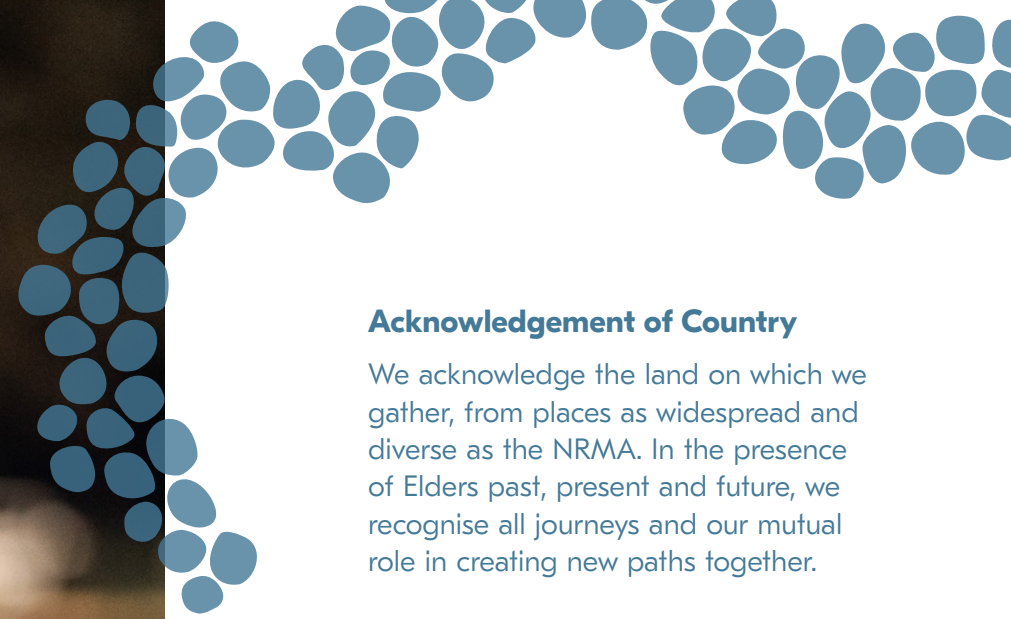




2023 Modern Slavery Statement





Acknowledgement of Country

We acknowledge the land on which we gather, from places as widespread and diverse as the NRMA. In the presence of Elders past, present and future, we recognise all journeys and our mutual role in creating new paths together.

This is the 2023 Modern Slavery Statement ('Statement') for the NRMA. The Statement has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth), (the 'Act').

This statement was approved by the Board of Directors of the NRMA at the Board meeting held on 30 August 2023.

Signed in accordance with a resolution of the Board of Directors.

Tim Trumper
NRMA Chair

30 August 2023

Contents

A Message from our CEO	4
1. Identifying the reporting entity	5
2. Structure, operations and supply chains	5
2.1 Our Structure	5
2.2 Our Operations	6
3. The risks of modern slavery in our operations and supply chains	8
3.1 Our Operations	8
3.2 Our Supply Chains	8
4. Actions taken to assess and address risks	10
4.1 Supplier Classification	10
4.2 Identification and mitigating risks in our supply chains	11
4.3 Medium Risk Supply Chains	14
5. Assessing the effectiveness of our actions	14
5.1 Governance Framework	15
6. Consultation with wholly-owned entities	16
7. NRMA Group Policies	17





A Message from our CEO

As a member-owned mutual, we are driven by helping people and communities. Respecting and protecting human rights resonates strongly with our reason for being. Estimates of the millions of people across the world living in situations of slavery are shocking, more so is the unwitting role we all play in perpetuating these human rights violations. As one of Australia's most trusted brands we have a responsibility to lead by example, taking steps that positively impact people and contribute towards slavery's eradication.

We understand that the protection of human rights is a collective effort, one requiring action from individuals, governments and corporations. By playing our part to raise awareness, mitigate and eradicate risks in our own operations and supply chains, and educating our people and suppliers, we can assist in driving positive change and foster collective collaboration.

The NRMA has put in place proactive measures to help mitigate risks and ensure transparency and accountability within our operations and our supply chains. Our ambition extends beyond compliance with the Modern Slavery Act, to continually evaluating and enhancing our processes, and improving anti-slavery measures. The work we have undertaken since the Act's inception has produced learnings and allowed us to modify our approach so we can be more effective, and provide a clearer understanding of where our limitations lie and where we need to learn more – continually improving what we do and how we do it. Our Modern Slavery Working Group (MSWG) is charged with leading our actions and reporting through to our Audit and Risk Management Committee and Group Board. The MSWG comprises senior leaders

from each of our businesses and wholly-owned entities which ensures that learnings are shared and each business is intimately involved in the process.

The MSWG is working through due diligence assessments of suppliers. This work includes mapping supply chains to understand the risks, keeping up to date with the latest modern slavery research and data, meeting with our suppliers, and regularly reviewing and updating our policies to ensure a shared understanding of our commitment to human rights. There is still much to be done. In a world facing complex challenges such as widening economic inequality, geopolitical tensions, trade disruptions, climate change and nature collapse, without collective action we can only expect the risks of slavery to be exacerbated.

As a group we believe that by working together with our people and suppliers, we can raise awareness, mitigate risks and help facilitate change and by doing so protect vulnerable people. We really can go further – together.

Rohan

Rohan Lund
Group CEO
The NRMA



I. Identifying the Reporting Entity

This 2023 Modern Slavery Statement ('the Statement') covers the activities of the National Roads and Motorists' Association Limited ACN 000 010 506 ('the NRMA') undertaken to understand and implement actions to minimize the risk of modern slavery in our operations and supply chains for the period 1 July 2022 to 30 June 2023.

Throughout the Statement the use of 'the NRMA' refers to the operational divisions of, NRMA Corporate, NRMA Motoring and Membership and the wholly-owned entities of; NRMA Marine, NRMA Parks and Resorts, and SIXT Australia.



2. Structure, operations and supply chains

2.1 Our Structure

The NRMA is a member-owned organisation, structured as an Australian public company limited by guarantee, operating in the travel, education, mobility, motoring, leisure and tourism sectors.

The NRMA includes the operational divisions of NRMA Corporate and NRMA Motoring and Membership, and the wholly-owned, entities of NRMA Marine, NRMA Parks and Resorts and SIXT Australia.

The NRMA employs 2,969 full, part-time, fixed term and casual staff.

The NRMA holds a number of investments which it does not control or manage operationally in the form of equity and holdings in other Australian companies and holdings in managed funds and joint ventures.

It is a shareholder of Australian Motoring Services Pty Ltd and Club Assets Pty Ltd which are owned by the various auto clubs of Australia, and deliver services and initiatives on behalf of the clubs on a national basis. We are also a shareholder of Coral Expeditions which operates small scale cruise services to remote and unique environments across Australia, and have a joint venture with the owner of the Kurrajong Hotel in Canberra.

The NRMA Registered Office
Level 13, 151 Clarence Street
Sydney NSW 2000

2.2 Our Operations

The NRMA provides roadside assistance services, marine services, vehicle rental, driver training, advocacy, education, electric vehicle fast-charging, tourism and leisure. Our operations are based in Australia however SIXT utilises one offshore call centre based in the Philippines for its Australian operations.



Our SIXT call centre team in the Philippines



Operational divisions - NRMA

Function

Employees

NRMA Corporate NRMA Motoring and Membership

NRMA Corporate and NRMA Motoring and Membership provides key functions for the group. These include, legal services, technology services, investment services, member services, community programs, driver training, education, roadside assistance, advocacy, electric vehicle charging infrastructure and human resources.

 1320

full, part-time, fixed term and casual employees.

NRMA Parks and Resorts

NRMA Parks and Resorts provides tourism and accommodation services across Australia.

 857

full, part-time, fixed term and contract staff.

NRMA Marine

NRMA Marine provides commuter, tourism and leisure services in Tasmania and NSW.

 185

full, part-time, fixed term and contract staff.

SIXT

NRMA Group directly operates vehicle rental services at 67 out of 173 SIXT locations across Australia, and acts as franchisor in relation to the remainder.

 607

full, part-time, fixed term and contract staff.

The following outlines the operations carried out by the NRMA and its controlled entities.

NRMA Corporate

Main operations (corporate controlled functions)

- Finance and asset management
- Technology and data
- People, organisational culture and OHS
- Governance
- Reconciliation Action Plan
- Environment, Social and Governance (ESG)
- Strategy
- Community programs
- Branding and design
- Advocacy, community programs and partnerships

NRMA Motoring and Membership

Main operations

- Roadside assistance
- Driver training
- Road safety education
- Member services and member benefits
- EV fast charging infrastructure
- Marketing services
- Australian Call Centres
- Car batteries – supply and install
- Member Communications and Open Road magazine

NRMA Parks and Resorts

Main operations

- Tourism and accommodation services at locations across Australia
- Tourism Park management services

NRMA Marine

Main operations

- Tourism and leisure services
- Commuter ferry services

SIXT

Main operations

- Car and truck rental services across Australia
- Ancillary item rentals
- Off shore call centre

Investments

A diversified investment portfolio across a wide variety of asset classes including equities, property, infrastructure, private equity, fixed income and cash assets.

Non-controlled entities

Participation in Motoring Organisations

The NRMA exercises a significant influence in the following non-controlled entities which are owned by various auto clubs in Australia and deliver initiatives and services on behalf of these clubs.

Australian Motoring Services Pty Ltd

Provides motoring and travel assistance services.

Club Assets Pty Ltd

Club Assets Pty Ltd through its 75% ownership of Club Assist Corporation Pty Ltd provide motoring assistance services including the supply of batteries.

Other non-controlled entities

Coral Expeditions

The NRMA hold a 46% stake in Coral Expeditions which operates small scale cruise services in Australia and can thus exercise a significant influence through two allocated Board seats.



3. The risks of modern slavery in our operations and supply chains



3.1 Our Operations

NRMA businesses provide products and services to members and customers across Australia. These services are generally provided by NRMA Group employees. We rigorously oversee and monitor full, part-time and casual employment conditions across all our businesses. Compliance with Australian legislation pertaining to employee work conditions forms part of our Risk Appetite Statement with zero tolerance for non-compliance. In addition, we undertake regular anonymous employee surveys that provide a platform for our people to raise any perceived employment issues. Survey results are reviewed by our Governance and Remuneration Committee and Executive Leadership Team, with any serious issues addressed as a matter of urgency. We also have in place our Speak Up Hotline which is an externally hosted platform and enables current and former workers, contractors, associates, suppliers and their employees to raise actual or suspected concerns without fear of intimidation, disadvantage or detriment. Concerns raised are reviewed in confidence by the NRMA Board of Directors who take appropriate action.

We also have in place a range of policies that protect against human rights violations within our operations. A list of relevant policies can be found on page 17. Based on assessments of our employee surveys and reviews of issues raised on our Speak Up Hotline we believe that the risk of us contributing to, or causing modern slavery practices in our own operations is low. No incidents or issues related to modern slavery in our operations were raised or identified in 2023.



3.2 Our Supply Chains

We understand that the products and services we procure across diverse industries throughout our entire supply chain, will likely cause us to be directly linked to modern slavery practices. While Australia has relatively low risks of modern slavery in comparison to other nations there are identified high risk industries and risks associated with imported products and complex global supply chains. Our group procurement policy requires employees to consider environment, social and governance (ESG) principles and alignment with our values when procuring goods and services. This enables our employees to look beyond price or timing as the primary motive for tender award. The majority of our goods and services are procured from Australian suppliers or intermediaries. We have found no evidence that we contribute to modern slavery practices through our procurement processes.

We assess risks across the depth of each supply chain utilizing available data and independent research. The aim is to measure the risk to people at each level of a supply chain against geographic risks, industry risks and product/service risks. Based on this assessment, we identify high, medium and low risk supply chains mapping them to the relevant business. Each supply chain is also classified by tier which equates to regularity of purchase and spend

Our Supply Chains

The following identifies the primary supply chains in our businesses, our assessment of the risks that people will be subject to slavery within that supply chain and the degree of leverage we believe have over our suppliers.

	Corporate	Motoring and Membership	SIXT	Marine	Parks and Resorts	Leverage
Uniforms and work attire						Medium
Technology hardware						Low
Cleaning services						Medium - Low
Office/business consumables and promotional merchandise						Low
Tyres						Medium - Low
Solar Panels						Low
Batteries						High
Printing, publishing, paper supply						Low
Software						Medium
Vehicles and Vessels						Medium
Call Centre Philippines						Medium
EV charging infrastructure						Medium
Building and refurbishment						Low
Contractors and subcontractors						High
Security services						Low - Medium
Professional services						High
Catering, Food and Beverages						Medium - High
Travel						Medium - Low
Utilities						Medium
Landscaping services						Medium - High
Advertising and Marketing						Medium
Furniture and Fittings						Low
Fuel, maintenance and spare parts						Medium
Community partners						High
Managed investments						Low

Legend:

High perceived risk of modern slavery within supply chain

Medium perceived risk of modern slavery within supply chain

Low perceived risk of modern slavery within supply chain

4. Actions taken to assess and address risks

All existing and prospective high and medium risk suppliers are required to register on our online digital platform. After registration each are sent a platform generated link to complete our Modern Slavery questionnaire. Our newly designed questionnaire better screens for risks to people, requiring suppliers to disclose information about their operations and own supply chains. Responses to questionnaires are analysed against available data and research, including the Global Slavery Index. Members of the MSWG meet with high risk suppliers to clarify response accuracy and where appropriate request additional information. Suppliers are classified according to risk level and tier. The level of risk to people is used to determine priority of action with respect to individual suppliers. The criteria we use for assessment are defined in the following chart.

Risk to NRMA



Geographic risk

Goods and/or raw materials procured from countries identified as having a high risk of modern slavery.



Industry sector risk

Industry has been reported as having a high risk of modern slavery.



Product & services risks risk

Products and services that may have high risks of modern slavery because of the way they are produced, provided or used.

4.1 Supplier Classification

The following matrix outlines how we have broken down our supply chains by tier and risk, and indicates how they are prioritised when working through our due diligence process.

Priority 1

HIGH RISK - TIER 1	HIGH RISK - TIER 2	HIGH RISK - TIER 3
15% Total Spend	1% Total Spend	1% Total Spend
1% Suppliers	1% Suppliers	2% Suppliers

Priority 2

MEDIUM RISK - TIER 1	MEDIUM RISK - TIER 2	MEDIUM RISK - TIER 3
6% Total Spend	6% Total Spend	3% Total Spend
2% Suppliers	2% Suppliers	6% Suppliers

Priority 3

LOW RISK - TIER 1	LOW RISK - TIER 2	LOW RISK - TIER 3
53% Total Spend	8% Total Spend	7% Total Spend
12% Suppliers	7% Suppliers	67% Suppliers

4.2 Identification and mitigating risks in our supply chains

Based on our research we believe it is likely that we will be directly linked to modern slavery through our supply chains. Our ability to take action is dependent on the leverage we hold (*UN Guiding Principles on Business and Human Rights, Principle 19*). As a result we have reviewed each supply chain and identified the level of leverage we believe our business holds and shaped our actions accordingly.

Adjacent are our 2023 identified high risk supply chains and the actions we have taken over the year.



Tyres

CLASSIFICATION - HIGH RISK

Businesses: SIXT

Leverage: Medium - Low



The NRMA procures tyres to service our vehicle fleet in NSW and across Australia. The tyre industry is highly globalised with complex supply chains encompassing multiple stages, from rubber cultivation and processing to tyre manufacturing and distribution. Demand for tyres coupled with pressure to meet production targets and sustain cost efficiencies creates an environment where modern slavery can thrive. Vulnerable workers, particularly in countries with weak labour regulations and enforcement, may face forced labour, debt bondage and hazardous working conditions. In FY22

we mapped this supply chain and identified risks that were present from raw materials through to supply.

Our ability to exert pressure over tyre supply chains is limited. As a result we have mandated in SIXT that all future tyre purchases must be from tyre importers who are members of Tyre Stewardship Australia. The members of this group are the main purchasers of tyres in Australia and through their combined leverage are able to facilitate change in the sector through engagement and action.

Uniform and work attire

CLASSIFICATION - HIGH RISK

Businesses: NRMA Motoring and Membership, SIXT, NRMA Parks and Resorts, NRMA Marine

Leverage: Medium



The NRMA and its controlled entities deliver services directly to the public. All frontline employees are required to wear uniforms and where appropriate, safety wear. The NRMA procures all uniforms (including design services) from Australian suppliers. Risks to people across garment supply chains are well documented and include forced labour, child labour and bonded labour

After mapping the garment supply chain to level three (refer diagram 1.), members of our MSWG met with a primary supplier who manufactures off shore and requested additional information pertaining to manufacturing and textile creation (weaving) both of

which are undertaken at an off shore location identified as having geographic risks. Additional information requested and supplied, included onsite audit reports by specialists in undertaking ethical trade audits. These were commissioned by our supplier. The team reviewed the provided documentation in detail. Besides excessive overtime hours which was being addressed there was no evidence in the audit of modern slavery practices. Our future work will centre on assessing the risk to people at Level 4 – raw materials. We will meet with our supplier and request additional information in the coming year. If risks are identified mitigation activity may include revising fabric choices, and working with our supplier to source alternative raw material providers.



Slated for future investigation

Level 1, 2 and 3 supply chain risks investigated

Diagram 1. Garment Manufacture



Solar Panels

CLASSIFICATION - HIGH RISK

Businesses: NRMA Parks and Resorts

Leverage: Low



Moving to renewable energy sources is a component of our ESG strategy to reduce carbon emissions. As a business we have commenced installation of solar panels across suitable tourism assets (parks and resorts). Solar panels are identified as a high risk industry, carrying geographic, industry and product risks. Risks are most often found in raw material extraction and off shore manufacturing.

As a business, our solar needs are relatively small and as such we have limited leverage over suppliers. Over the next year we will meet with intended suppliers to better assess risks in their operations through our due diligence process and where necessary review alternative provider and supply options.

Information Technology – Hardware

CLASSIFICATION - HIGH RISK

Businesses: NRMA Corporate, SIXT, NRMA Parks and Resorts

Leverage: Low



The NRMA purchases technology hardware from global providers and intermediaries to service its group businesses' technology needs. There are significant risks of modern slavery in technology hardware chains, underscoring the need for heightened attention and intervention. The complex and global nature of these supply chains, spanning multiple countries and involving various tiers of suppliers, increases the likelihood of exploitation. From the mining of raw materials such as cobalt and tin to the manufacturing and assembly of electronic components, workers can face appalling conditions, including forced and child labour. The relentless demand for technology products coupled with supply chain opacity and

limited oversight, exacerbates these risks, leaving vulnerable workers trapped in abusive situations with little recourse. Addressing risks in technology hardware supply chains requires a concerted and collective effort by all to enforce rigorous labour standards, enhance transparency and hold accountable all who perpetuate these exploitative practices.

Our ability to influence or exert pressure over these global and complex supply chains is extremely limited. We purchase from third party intermediaries with products selected based on business needs. At present we are continuing to highlight our concerns to our suppliers and to seek further information.

Batteries

CLASSIFICATION - HIGH RISK

Businesses: NRMA Motoring and Membership

Leverage: High



The risk of modern slavery in the supply chains of batteries is a concern that demands attention and proactive action. These supply chains often span multiple countries, involving stakeholders from raw material extraction to battery manufacturing. This can create vulnerabilities where forced labour, child labour, and other forms of modern slavery can thrive. Mineral extraction has been associated with exploitative labour practices in some geographic regions. To address these risks effectively, comprehensive due diligence processes promoting supply chain transparency and collaboration is necessary.

The NRMA provides vehicle batteries to members across NSW and the ACT. All batteries are supplied by Club Assist. Club Assist is owned by the Australian auto clubs (including the NRMA) and we are able to exercise significant influence over its activities. Club Assist is also a mandatory reporter under the Modern Slavery Act 2018 (Cth). Club Assist have introduced a robust series of onsite audits which include assessment of risks to people and are seeking to understand and mitigate risks deeper within their supply chains. We are kept abreast of progress through regular meetings.



Office consumables and promotional merchandise

CLASSIFICATION - HIGH RISK

Businesses: NRMA Corporate, SIXT

Leverage: Low



The NRMA purchases a range of office consumables and tailored promotional items for our businesses. Modern slavery risks persist in office consumable chains, highlighting the need for increased awareness and security. The global nature of these supply chains, with raw materials sourced from various regions and products assembled in different countries, creates complexities and vulnerabilities. The demand for low-cost products, coupled with pressure to deliver quickly, can lead to exploitative labour practices. Workers involved in the extraction of raw materials, manufacturing, and packaging of office consumables can find themselves trapped in oppressive conditions,

deprived of basic human rights and subjected to physical and psychological abuse. The opaque nature of these supply chains, inadequate monitoring mechanisms and limited transparency make it challenging to detect and address these risks effectively.

The NRMA obtain the majority of these items from one primary supplier who is a mandatory reporter under the Act and we have reviewed their modern slavery statement to start to understand their supply chains and their progress in mitigating their risks.

Cleaning Services

CLASSIFICATION - HIGH RISK

Businesses: NRMA Corporate, NRMA Parks and Resorts, SIXT, NRMA Marine

Leverage: Medium - Low



The cleaning industry in Australia carries inherent risks of modern slavery, necessitating a focused approach to address these exploitative practices. Often relying on a diverse and transient workforce, including subcontractors and migrant labour which makes them more susceptible to exploitations. Low wages, long hours and debt bondage are some of the key risks faced by workers in the industry. Furthermore the fragmented nature of the cleaning supply chain can obscure accountability and hinder effective monitoring of labour practices. With locations across Australia and

a policy to support regional development through local procurement we have numerous suppliers for cleaning and laundry services. Many of these businesses are small or sole traders and have limited knowledge of the Act and its intentions. To date we have produced an information pack to assist them to understand modern slavery and to assist with the completion of our modern slavery questionnaire. We will continue to work with them to raise awareness and help them discern risks to people within their operations.

4.3 Medium Risk Supply Chains

This year the MSWG commenced a more detailed analysis of our medium risk supply chains. This work included assessing responses to our modern slavery questionnaires and following up areas where we required additional information or held concerns.

This including a focus on our off shore call centre which is located in the Philippines and services our SIXT business. Owned by a US based company the business employs 16,000 customer agents which support 32 languages across 8 key markets. Although not highlighted in the ten countries with the highest level of slavery parts of the Philippines suffer from poor socioeconomic conditions heightening the risk for exploitative labour practices. Our MSWG met with the organisation and employee representatives on a number of occasions during the reporting period to better assess their operations and identify any risks. We were reassured by the evidence we were presented with respect to the company's recruitment and labour practices and their zero tolerance for non compliance with local labour laws and employment conditions. Additional reassurance as to the wellbeing of call centre staff is provided by the fact that in our day-to-day operations our own team members working with the call centre are able to freely speak to all call centre employees servicing our business.

We have also commenced a more detailed assessment on the suppliers of our electric vehicle charging infrastructure. Over the next 12 months we will continue to work through assessments across our medium risk supply chains.

5. Assessing the effectiveness of our actions

As a mutual owned by our 2.9 million members we are committed to building a safe and equitable society for all. Respect and protection of human rights is essential to realising this aspiration. To evaluate the effectiveness of the actions we take to mitigate modern slavery risks in our operations and across our supply chains, we consider and evaluate a number of factors.

Firstly, it is crucial that our policies, recruitment practices and code of conduct demonstrate our commitment to protecting human rights. Our code of conduct defines our expectations of our employees, directors, joint venture partners, agents, contractors, sub-contractors and suppliers. This code is complimented by a suite of policies that support transparency in our operations and govern how we operate. A full list of relevant policies is available on page 17. We are also working to raise awareness of human rights violations by educating our employees and suppliers on slavery indicators and the importance of human rights.

Secondly, we have an established governance structure that ensures actions are progressed, managed, monitored and overseen by the NRMA Board of Directors. The Modern Slavery Working Group (MSWG) is responsible for developing, implementing and overseeing our modern slavery strategy and due diligence process. They report progress and updates to the group Audit and Risk Management Committee (ARMC). The ARMC monitors risks against our Risk Management Framework, updating the Board of Directors on a half yearly basis. In addition, the MSWG are charged with addressing any modern slavery issues raised or identified in our employee questionnaires or via our Speak Up Hotline when authorised by the Board or Executive Leadership team.



5.1 Governance Framework

Another key aspect of evaluating the effectiveness of our actions is monitoring our due diligence processes. These processes include mapping our supply chains, conducting risk assessments to identify potential areas of vulnerability and working with suppliers to understand their risks. Due diligence enables us to take available and appropriate actions to address identified risks. This may include engaging with suppliers to ensure they have robust anti-slavery measures in place, requesting additional and targeted information, conducting research, working with suppliers or sourcing alternatives, and looking at measures to maximise our leverage. The effectiveness of our due diligence measures are evaluated based on the extent to which they have resulted in identification of modern slavery within our organisation and across the depth of our supply chains and the effective corrective measures we have taken. These can include working with suppliers to inform them of possible human rights violations in their own supply chains, and working with them to address identified issues through corrective measures. Where we are unable to effect meaningful change we will terminate supplier relationships and where appropriate remediate victims.

Imperative within our due diligence process is recognition that ongoing monitoring of our supply chains is required. Identified high risk supply chains are monitored annually whereas medium and low risk supply chains are reviewed on an adhoc basis or when new information alerts us to possible risks.



Modern Slavery Working Group

Comprised of business leaders including, procurement, legal risk and specialists, the group is led by the NRMA Group CFO.

The group is responsible for planning and overseeing activities designed to mitigate the risk of modern slavery in our operations and across our supply chains.



Audit and Risk Management Committee

The Audit and Risk Management Committee comprises Board Members and senior leaders and finance experts from across the business.

Modern Slavery is recognized as a material risk in our Risk Management Framework.



The NRMA Board

The NRMA Board has oversight and is responsible for monitoring the activity of the MSWG and approving the NRMA Modern Slavery Statement.



6. Consultation with wholly-owned entities

Senior representatives from all wholly-owned entities, including central and business procurement leads are members of the MSWG. Each contribute equally to our modern slavery strategy and share resourcing as required. The MSWG meets fortnightly to review actions, monitor progress and plan ongoing action. The MSWG is chaired and led by the NRMA Group CFO, who reports on progress quarterly to the Audit and Risk Management Committee and on a biannual basis to the NRMA Board.

The inclusion of senior representatives from all businesses facilitates a collaborative and consultative process ensuring that knowledge, concerns, process improvements and learnings are captured and shared across the team. All businesses review and agree the content of our Modern Slavery Statement prior to its review and approval by the ARMC and Board.

7. NRMA Group Policies

The following group policies support our commitment to work within our own operations or with our suppliers to mitigate and address identified risks of modern slavery.

Code of Conduct	Speak Up Policy	Group Procurement Policy	NRMA Supplier Engagement Principles	Community and Sustainability Policy
<p>Our code of conduct defines the expectations we have with respect to the conduct of our employees our directors, joint venture partners, consultants, agents, contractors, sub-contractors and suppliers. Our code of conduct is centred on our commitment to behaving with the highest ethical statements.</p> <p>Compliance with our Code of Conduct is closely monitored across the Group.</p>	<p>Provides an externally hosted hotline whereby current, former workers, contractors, suppliers and their employees and associates of NRMA can raise actual or suspected concerns of conduct that is in contravention with our policies, without fear of intimidation, disadvantage or detriment.</p>	<p>Our procurement policy outlines our expectations with regard to transparency in order to minimise fraud, collusion and conflicts of interest. It also precludes emphasis on price as the sole determinative factor during procurement through its emphasis on ESG considerations, supplier transparency and corporate governance.</p>	<p>Outlines our commitment to the Modern Slavery Act 2018 (Cth) and sets out our expectations of suppliers.</p>	<p>Sets out our commitment to the United Nations Sustainability Goals whose principles are anchored by human rights.</p>

