

Modern Slavery Statement

August 2021

Introduction

IDOM Automotive Group Pty Ltd (ABN 19 606 360 570) and its subsidiaries, as set out in the Schedule (**IDOM**), takes its obligations under the Modern Slavery Act 2018 (Cth) (**the Act**) seriously and is committed to combating modern slavery.

To prepare this statement, IDOM has undertaken a review of its operations to identify modern slavery risks in order to seek to understand those risks occurring in our business and supply chains.

IDOM's Structure, Operations and Supply Chains

IDOM operates in Australia and is a wholly owned subsidiary of IDOM Inc. – a company headquartered in Tokyo, Japan and listed on the Tokyo Stock Exchange. IDOM Inc. operates globally under multiple brands, with businesses in Japan, United States, South Africa, and Australia.

IDOM operates car dealerships across Western Australia and Victoria. The new car dealerships, where IDOM represents ten new car brands, operate under various franchising arrangements with the Original Equipment Manufacturers (OEM's).

IDOM's core operations consist of full-service facilities including the sale of new and used motor vehicles, service, parts and the facilitation of finance, insurance and warranty products to consumers who purchase motor vehicles through IDOM's dealerships. IDOM also operates a ride share and subscription business.

As of the 28th of February 2021 (IDOM's financial year end) IDOM had 1,097 employees across Australia.

Our supply chains include a number of goods and services, including motor vehicles and parts, consumables such as fuel, oil and lubricants, logistics and transport services, car washing and detailing services and local contracts for services including cleaning, waste disposal, professional services, information technology and various office supplies.

Risks of Modern Slavery in IDOM's Supply Chains

IDOM is keen to ensure that modern slavery practices are not taking place in any of its businesses or supply chains.

For this reporting period IDOM's focus was to review our highest value suppliers, namely the motor vehicle manufacturers (OEM's) that we represent and other high volume key suppliers.

From a review of the information provided by the OEM's and key suppliers, including their respective modern slavery statements, we are satisfied that the majority of these have a sophisticated approach to modern slavery risks within their global supply chains. As such, we expect our suppliers to operate in accordance with all applicable modern slavery laws, although we acknowledge that there are risks associated with a lack of visibility of every step of all OEM's respective supply chains.

The risk of modern slavery in IDOM's Australian operations is considered low. There is no known vulnerability to modern slavery in its major activities, including the sale of new and used motor vehicles, parts, and service, together with the sale of finance and insurance products, as these sectors are all highly regulated in the Australian market.

Addressing Modern Slavery Risks

IDOM's corporate policies encourage ethical behaviour and promote compliance with legislation such as the Modern Slavery Act. These policies, with the support from well-structured business systems ensure that IDOM prevents modern forms of slavery within our business.

As an overarching standard, all employees of IDOM are required to comply with IDOM's Code of Conduct. The purpose of the Code of Conduct is to act as a guide for our employees and stakeholders, clearly defining expected behaviours and to ensure all staff understand what it means to work within the values described.

The principles and values outlined in IDOM's Code of Conduct also apply to all third-party suppliers, employees of suppliers and contractors engaged to provide any goods and services to, or on behalf of IDOM.

Furthermore, IDOM operates on a philosophy that it can only grow by working with its five key stakeholders, namely:

- **Society:** working to be a trusted corporate citizen, hand-in-hand with local and global societies for harmonious development.
- **Employees:** work to develop a workplace where employees can strive for happiness and growth.
- **Customers:** we work to develop trust and satisfaction with our customers by providing heartfelt and reliable service.
- **Partners:** we work with like-minded partners to pursue the sustainable development of our industry, and growth together through innovation.

- **Shareholders:** we strive for continued growth through high quality and sound corporate management.

To assist IDOM improve our approach to identify, assess, and manage the risk of modern slavery, we will be preparing training for our senior management to provide an understanding of what modern slavery is, how they can minimise this risk and how to fulfil their obligations.

Assessing the Effectiveness of Our Actions

For the current reporting period, no modern slavery concerns were raised within the Group, however we believe we are well equipped to deal with any concerns that are identified in the future.

We will continue to communicate with suppliers and other stakeholders associated with our business to ensure their approach and response to modern slavery concerns and risks is appropriately understood and managed. Any future issues that do arise will be dealt with immediately and effectively.

Modern Slavery will be included as a regular agenda item for our Audit Committee.

Approval

This Modern Slavery Statement is made by IDOM Automotive Group Pty Ltd and its reporting entities for the financial year ending the 28th of February 2021.

This statement was approved by the board of IDOM Automotive Group Pty Ltd on the 20 August 2021.



Dan Kawai

Managing Director and Chief Executive Officer
IDOM Automotive Group Pty Ltd

20 August 2021

Schedule: IDOM Automotive Group Pty Ltd – Corporate Structure

