

MODERN SLAVERY STATEMENT 2024

1 INTRODUCTION

- 1.1 This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (“Act”) by Stellantis (Australia and New Zealand) Pty Ltd (ABN 23 125 956 505) (“Stellantis ANZ”, “we”, “us” and “our”) in respect of the actions taken to assess and address modern slavery risks.
- 1.2 Our stakeholders expect transparency regarding product origins and their related production methodologies, especially where human rights are involved. Prioritising social and ethical impacts is key for Stellantis to operate as a global leader and earn the trust of our communities.
- 1.3 The Stellantis Group acts in compliance with social, environmental and ethical principles such as those identified in the International Labour Organisation (“ILO”) Conventions, the Organisation for Economic Co-operation and Development (“OECD”), OECD Guiding Principles for multinational enterprises, the 2030 UN Sustainable Development Goals (“SDGs”), Universal Declaration of Human Rights (“UDHR”), the Declaration on Fundamental Principles and Rights at Work and the United Nations Convention against Corruption to our suppliers and the UN Global Compact among others.
- 1.4 This Statement sets out the actions taken by Stellantis ANZ to assess and address modern slavery risks within our business for our 2024 financial year, which commenced on 1 January 2024 and ended on 31 December 2024 (“Reporting Period”), and actions taken to address those risks.

2 OUR STRUCTURE AND OPERATIONS

Structure

- 2.1 Our parent company is Stellantis N.V. (Netherlands) (“Stellantis”), a company incorporated as a public limited liability company under the laws of the Netherlands. Stellantis is a global automotive group engaged in designing, engineering, manufacturing, distributing, and selling vehicles, components, and production systems worldwide (“Stellantis Group”).
- 2.2 Stellantis ANZ is a proprietary company limited by shares and has no owned or controlled entities.

Operations

- 2.3 Stellantis ANZ’s principal activities during the year ended 31 December 2024 were the importation, marketing, and distribution of passenger motor vehicles, light commercial vehicles, and their component parts. Stellantis ANZ makes sales by importing and distributing Jeep, Fiat, Abarth, Fiat Professional, Alfa Romeo, and Leapmotor vehicles to dealers.
- 2.4 In the IAP region, Stellantis Group sell vehicles through 100 percent owned subsidiaries, through joint ventures or independent distributors to local independent dealers. During 2024, we operated as a national sales company in Australia.
- 2.5 As of 31 December 2024, Stellantis Australia had a total of 110 employees with 27 females and 83 males located in Western Australia, New South Wales, ACT, Queensland, and Victoria. Some of these employees are seconded to the India Asia Pacific regional team. Of these employees, 89 are permanent employees with 21 on a fixed-term contract.
- 2.6 Our employees perform roles including legal, human resources, procurement/supply chain, sales operations, aftersales operations, marketing, and communications, finance, and ICT.
- 2.7 Stellantis ANZ employees are free to join any trade union, provided they do so in accordance with local laws. Stellantis Group’s diversity and inclusion policy is to provide equal employment opportunities without regard to race, colour, sex, sexual orientation, gender identity, transgender status, age, protected veteran status, marital status, religion, national origin, disability status, genetic information or other basis protected by law. We include diversity and inclusion considerations as an everyday practice in our dealings with our employees, dealers, supplier partners, and customers.
- 2.8 Stellantis Group has a Framework for fair compensation for its workers. The Framework applies globally and has principles reflective of Stellantis Group’s commitment:

- fair and liveable compensation
- market-based compensation
- no discrimination in compensation
- pay for performance
- good faith negotiation of compensation with recognized employee labour organisations.

Communities

- 1.1 As a corporate citizen, Stellantis Group's ambition is to make a positive and sustainable contribution. We want to share with our communities our values, knowledge, and resources through our philanthropic actions. By mobilizing financial and human resources to help Non-Governmental Organizations (NGO), Non-Profit Institutions (NPI) and support employee initiatives, we can develop and deploy philanthropic projects of general interest adapted to the specific needs of the communities in which we operate. The projects we implement are designed to have a positive impact in these communities.

3 OUR SUPPLY CHAIN

Global supply chain

- 3.1 Our most important suppliers are our related entities that supply us with the vehicles and parts that we import.
- 3.2 Stellantis Group vehicles are manufactured in various locations across the globe. During 2024, Stellantis ANZ imported vehicles from China, India, Italy, Poland, and the USA.
- 3.3 Stellantis Group considers collaboration with its supply chain to be an integral part of its success and, therefore, strives to operate as an integrated team with suppliers. The selection of suppliers is based not only on the quality and on competitiveness of their products and services, but also on their adherence to social, ethical, and environmental principles. The image below represents the contractual relationships that Stellantis has per our expanded Sustainability Statement located here: [2024 Stellantis Expanded Sustainability Statement](#)

Impacted Stakeholders

S2-2

Our supply chain constitutes Tier 1, Tier 2, Tier 3, and Tier N suppliers in the plastics, electronics and other industries. Stellantis has a direct contractual relationship with more than 2,000 Tier 1 suppliers in direct material.

Direct contractual relationship with Tier 1 suppliers in direct materials

2024

Number of Direct Tier 1 Suppliers	> 2,000
Number of Countries of our Supply Base	>50
Amount of Purchases Worldwide	> €81 billion

The Stellantis Group supply chain is complex and involves many different participants, starting from receiving a customer order which begins the engagement with our suppliers for materials, goods, and services, up to the delivery to our customers worldwide.

- 3.4 Stellantis Group's supply chain is multilayered, and global. By way of example, our country-of-origin assessment shows sourcing from Australia, Brazil, Canada, China, Chile, Cuba, DRC, Finland, Gabon, Indonesia, Madagascar, Mozambique, Papua New Guinea, South Africa, Turkey, USA.
- 3.5 In addition, within purchasing and supply quality, a specific raw materials organization was set up in 2023 to increase Stellantis' control of raw material supply. Through this organization, several partnerships were established prior to 2024 relating to the supply of nickel, lithium hydroxide, lithium carbonate, manganese and copper. In 2024, additional partnerships were established to secure the supply of rare earth, synthetic graphite anode and natural graphite anode materials.
- 3.6 **Raw materials for batteries and EDM:** Stellantis is entering into partnerships to secure a stable supply of key materials for its electrified future, aiming at selecting sustainable and responsible processes,

partners and suppliers (refer to [Overview of Our Business - Supply of Raw Materials, Parts and Components](#) included in the [Stellantis NV 2024.12.31 Annual Report and Form 20-F](#) for additional information

In 2024 Stellantis signed offtake arrangements for strategic materials such as:

- › rare earths, with an offtake agreement with Carester to provide by 2026 rare earths raw materials through processing and recycling in France. This offtake will enable Stellantis to supply rare earths over an initial ten-year period, with a significant portion coming from recycling which will enhance a CO2 reduction by 60% compared to extraction path;
- › synthetic graphite anode material, with an offtake agreement with Novonix to supply Stellantis cell manufacturing partners in North America over a six-year term starting in 2026;
- › natural graphite anode material, with an offtake agreement starting in 2026 with Westwater from its Kellyton Graphite Plant located in Alabama (U.S.).

Stellantis ANZ - local supply chain

3.7 During the Reporting Period, Stellantis ANZ had 190 non-related suppliers primarily supplying goods and services in the following categories (in addition to vehicles and vehicle parts):

- **Vehicle accessories and parts** includes batteries, radio head units, special tool products, oils, lubricants, preparation, distribution
- **Information Technology and Telecommunications** including internet, landline, and mobile providers
- **Indirect products** homologation, training, print management services, roadside assistance and vehicle processing
- **Facilities and Utilities** includes facilities and utilities, including cleaning and maintenance
- **Corporate Administrative Services** logistics, shipping, storage, transportation, and customs
- **Professional Services** including recruitment, marketing, legal and accounting services

3.8 Except for vehicles and parts, the majority of Stellantis ANZ's direct suppliers are based in Australia. Some of these suppliers, however, provide goods that originate from other jurisdictions.

4 MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

Operational risks

4.1 We consider that there is a low risk of modern slavery in our operations for the following reasons:

- (a) based on the roles of the Stellantis ANZ's staff;
- (b) our compliance with Australia's comprehensive workplace relations laws, which includes paying all our staff in excess of minimum wage; and
- (c) the policies and procedures we have in place to protect our workers.

Our supply chain and modern slavery risks

4.2 One of our most salient supply chain risks relates to the procurement and use of raw materials in the manufacture of Stellantis Group cars and parts. These types of raw materials used in the manufacturing of goods and services for the automotive industry may lead to human rights impacts in our extended supply chain.

4.3 Raw material risks of child and forced labour in our extended supply chain include natural rubber, leather, cobalt, mica, bauxite, aluminium, nickel, and lithium used to manufacture car battery chemicals. Many of the advanced technologies in vehicles - require the use of 3TG minerals (e.g., tin, tantalum, tungsten, and gold) that are commonly mined in conflict affected and high-risk areas.

Our conflict minerals reporting process identifies suppliers whose parts contain tantalum, tin, tungsten, or gold, based on parts data from the IMDS. Nearly 2,000 suppliers are required to complete the conflict minerals reporting template, providing smelter information within a specified period.



~2,000

Suppliers required to complete the conflict minerals reporting template

4.4 We are aware of the inherent risks in the shipping industry and that, given that the vehicles imported by Stellantis ANZ arrive by ship, that this risk forms part of our overall supply chain risk. Like most entities, we also have modern slavery risk in the technology and telecommunications hardware we use for our business, cleaners, and uniforms.

4.5 More details are available in the [2024 Stellantis Expanded Sustainability Statement](#).

Stellantis is focused on addressing human rights risks associated with the extraction and procurement of raw materials as well as enhancing due diligence efforts with third-party support, following OECD Guidelines, to assess mining and reefing activities regarding ESG associated risks.

In 2024, Stellantis identified three improvement opportunities for child or forced labour in our direct material supply chain:

- engaging with workers and local communities and establishing a responsible mica supply chain.
- mapping battery suppliers for transparency, collaborating with Resilinc, a third-party provider, to trace raw materials and labour practices.
- leveraging industry resources and conducting supplier training to address risks beyond Tier 1 suppliers. Stellantis collaborates on innovative approaches to optimize processes and industrial capacity.

In 2024, Stellantis implemented a risk rating assessment logic to address specific country and commodity, and raw material risks. This score is combined with EcoVadis scores to assess ESG risks, including human rights violations. Country risks are regularly evaluated and updated using sources like Conflict-Affected and High-Risk Areas (“CAHRAs”), Heidelberg Report, and World Bank.

5 ADDRESSING MODERN SLAVERY RISKS

In our operations

- 5.1 Stellantis Group social relations strategy continued to apply during the Reporting Period and is based on six commitments that Stellantis Group:
- (a) will uphold the UDHR and supports decent work and a more equitable work environment;
 - (b) is committed to complying with all applicable labour laws and regulations and aims to apply best practices in human resources management;
 - (c) bases social dialogue on relationships with independent labour unions and employee representatives and seeks workplace cooperation;
 - (d) is engaged in collective bargaining to find pragmatic, inclusive and protective agreements;
 - (e) fosters social dialogue by managers in the field on a daily basis;
 - (f) monitors social indicators in all subsidiaries and globally discloses in a transparent manner to its stakeholders.

Human Rights Due Diligence Framework

The Stellantis Group Human Rights Due Diligence Framework is in alignment with the OECD Guidelines. Under the framework, Stellantis Group has created a Human Rights office, which is governed by a Human Rights Officer and a Committee that closely monitors all human rights initiatives.

The Human Rights Committee has responsibility for oversight and enforcement of the Human Rights Policy globally. Decisions are made by majority vote, with the Chairman having the power to break a tie. Meetings of the Human Rights Committee are held on a quarterly basis. Oversight of the Human Rights

Committee and of the Human Rights Program is performed by the Global Ethics and Compliance Committee, who reports on the same to the Stellantis Group's Audit and ESG Committees of the Board of Directors.

The Human Rights Committee's responsibilities include the evaluation and approval of:

- the existing human rights control framework of the Company
- the deployment and efficacy of and the Human Rights Program
- plans to develop new or strengthen existing human rights controls, as appropriate
- the risk mapping of human rights for the organization on an annual basis
- public disclosures regarding human rights
- investigations, dispositions, and remediation, if relevant, of any potential issues of significance involving human rights.

Human Rights Policy

5.2 The [Stellantis Human Rights Policy](#) was updated as of 31 July 2024 and was published during the Reporting Period. The purpose of this policy is to articulate the Group's commitment to respect and support human rights in all our activities, in all the countries in which we operate. Stellantis pledges its commitment to respecting human rights throughout its entire supply chain detailed in the Responsible Purchasing Guidelines.

Code of Conduct

5.3 The [Stellantis Code of Conduct](#) ("Stellantis Code of Conduct") continued to apply during the Reporting Period. It applies to the members of the Stellantis Board of Directors, its officers, full-time and part-time employees, temporary and contract workers. Stellantis Group also expects its stakeholders, including suppliers, dealers, distributors, and joint venture partners, to act with integrity and in accordance with the Stellantis Code of Conduct.

5.4 The Stellantis Code of Conduct is a pillar of our integrity system, regulating the decision-making processes and operating approach of Stellantis Group and its employees. The Stellantis Code of Conduct guides the Stellantis Group and its workforce ensuring compliance with laws, regulations, and best practices.

5.5 The Stellantis Code of Conduct focuses on four main areas:

- (a) the protection of its workforce, including a commitment to diversity, fairness, and health and safety, and to the UDHR and the ILO's declaration on fundamental principles and rights at work;
- (b) the way that Stellantis Group conducts business, engaging in sustainable practices that promote vehicle safety, quality, data privacy and environmental protection, and that comply with other applicable laws and regulations, such as anti-bribery, anti-money laundering, insider trading and others;
- (c) the interaction of its workforce with external parties, including the avoidance of conflicts of interest and the support of our communities; and
- (d) the protection of its assets and information.

5.6 All employees, suppliers, dealers, consumers, and other stakeholders can, and should, report any concerns of alleged situations, events, or actions that may have been inconsistent with the Stellantis Code of Conduct. Our Whistleblower protections are described further below.

Reporting Concerns

5.7 Stellantis Group updated its [Whistleblowing Policy](#) in January 2025. The Stellantis whistleblower channel is designed to ensure that any suspected violations of the Stellantis Code of Conduct can be reported, received, and resolved properly and efficiently. Our "Always with Integrity" campaign highlights the availability of the reporting system for all types of concerns, including vehicle safety and regulatory concerns.

5.8 Reports may be made anonymously unless local law provides otherwise. Reports are investigated as appropriate by trained investigators and subject matter experts and are tracked until their completion. We apply corrective actions to confirmed violations of the Stellantis Code of Conduct.

5.9 In addition to the whistleblower channel, workforce members can raise questions about the Stellantis Code of Conduct or reports of potential violations to their direct supervisors and the Human Resources, Compliance, and Legal Departments.

5.10 The Stellantis Integrity Helpline continued to operate during the Reporting Period. The Integrity Helpline allows employees, suppliers, clients, and other stakeholders to report any concerns about situations

inconsistent with the Stellantis Code of Conduct. The Stellantis Integrity Helpline is available for use in Australia.

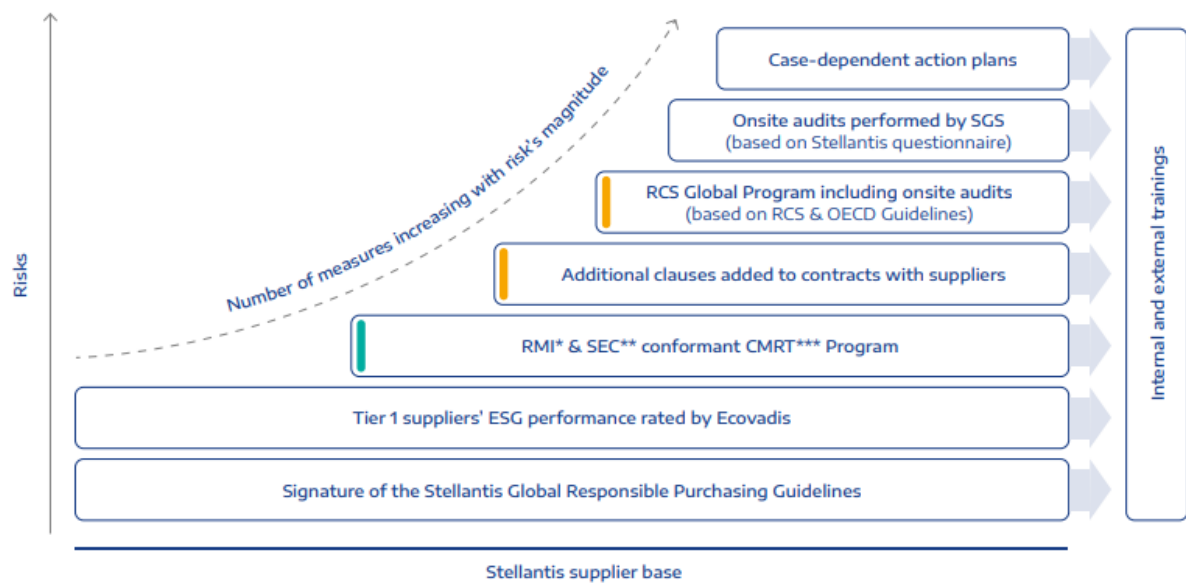
5.11 The [Stellantis Integrity Helpline](#) is available on the Governance section of Stellantis' website.

Internal Training

5.12 Stellantis remains committed to management training, to prepare managers for the new challenges of Stellantis Group and supplier training to deter against human rights violations. Stellantis Learning Team keeps expanding its digital training catalogue through two Learning Management Systems: Stellantis ANZ has an internal Code of Conduct training completion rate of 95% of staff allocated the training, which included modern slavery and human rights content.

Stellantis Group supply chain

Identification and mitigation approach of human rights related risks in the supply chain



* Responsible Minerals Initiative.

** U.S Securities and Exchange Commission.

*** Conflict Minerals Reporting Template, hosted by the RMI.

Specific actions for human rights violations in the extended supply chain related to:

■ Non-regulated materials, Cobalt, Mica, Bauxite / Aluminum, Nickel, Lithium, etc.

■ Regulated materials, Conflict Minerals compliance 3TG.

5.13 Stellantis Group has many initiatives that focus on responsible purchasing practices to support its development in host territories, which are represented in the diagram above. The activities are designed to support local sourcing development while providing measures that mitigate risks from suppliers and subcontractors. Stellantis Group monitors its partners, suppliers, and subcontractors of their compliance with our Code of Conduct and respect for human rights.

5.14 To support the supplier assessment process on Corporate Social Responsibility criteria and make it more robust, Stellantis Group continued its assessment of its Tier 1 supply base during the Reporting Period using criteria related to the environment, workforce, ethics, and subcontracting chain. The assessment was outsourced to EcoVadis. The first step was to identify supplier risks more precisely. Stellantis informed its suppliers that this evaluation was a prerequisite for the placement of future business, and to remain on the supplier panel. Stellantis requires its existing suppliers to be reassessed each year to continuously improve their Corporate Social Responsibility performance. A corrective action plan is curated, reviewed and put into place for suppliers that do not receive a score that meets the standards set by Stellantis.

5.15 In addition to the Corporate Social Responsibility assessment, on-site audits are performed. These audits are conducted for suppliers identified as risky according to three Corporate Social Responsibility criteria:

- countries (non-signatory country or country with questionable governance).
- products (inherently risky).

- processes (manufacturing processes involving hazardous substances).

These social and environmental audits are also managed by an independent external service provider, SGS.

Corrective action plan

- 5.16 Where risks are identified with suppliers, Stellantis Group has a prevention system to implement and monitor specific action plans with involved suppliers to prevent or mitigate any impact to the supply chain. Trend performance for suppliers is used to track the effectiveness of improvement initiatives. When corrective action plans are launched the expectation is that CSR performance will improve for the targeted area. We are transparent about the measures taken and the results obtained, which are published annually in our Extended Sustainability Statement
- 5.17 Some examples of improvements (among many others) that were realized in 2024 together with our suppliers are:
- a works committee was founded with meetings conducted once a quarter on human rights:
 - working hours of employees were changed
 - A code of conduct and ethics has been adopted for lower tier suppliers to meet the requirements of human rights, safety and environmental concerns

Visibility of Tier 2 supply chain

- 5.18 Visibility through the Tier 2 supply chain level is provided via an IT tool from Resilinc which supports Stellantis Group in mitigating supply disruptions. Identification and mapping of Tier 1 & Tier 2 suppliers includes major risk overlays, such as strike events or environmental impacts. 24/7 event monitoring is communicated directly to the supply chain team. A key deliverable is the Event Watch for the Tier 1 and Tier 2 supplier events to avoid Stellantis Group Assembly Plant disruptions. The scope of this approach currently covers all suppliers in North America and Enlarged Europe.

Modern slavery supplier contractual clause

- 5.19 Stellantis ANZ continued to incorporate modern slavery supplier terms which oblige our suppliers to take all reasonable steps to ensure its suppliers do not engage in any form of modern slavery. This topic is listed in our Global Responsibility Purchasing Guidelines (GRPGs) [GRPGs](#) and are encouraged to be waterfalled to sub-tiered suppliers. They also compel our suppliers to undertake due diligence in its selection of suppliers and continually monitor and audit its own suppliers for this purpose. Stellantis ANZ also holds audit rights over suppliers that have this standard modern slavery clause in the supplier agreement.

Procurement Governance

- 5.20 Global Purchasing and Supplier Quality ("**GPSQ**") is the interface between Stellantis Global and its suppliers, and responsible for meeting all legal and regulatory requirements under its scope, while mitigating exposure risk from its supply base by driving Stellantis suppliers to comply with all sustainability related requirements.
- 5.21 GPSQ coordinates actions at different levels: centrally, in its international sites and within its various local offices spread globally, including Stellantis ANZ. This requires close work with other internal departments such as engineering, logistics, quality, industrial and program teams within Stellantis and with outside stakeholders
- 5.22 GPSQ's sourcing process includes supplier Corporate Social Responsibility performance as a critical evaluation factor. If the supplier performance is below the acceptable level, a deviation with an action plan to correct issues is required. The GPSQ also focuses on Raw Material management and applies due diligence using a risk matrix for specific materials.

Responsible Purchasing Guidelines

- 5.23 For global Original Equipment Manufacturers like Stellantis, responsibility for managing the supply chain does not end at the Tier 1 level. The processes and controls in place at Stellantis are designed to meet the legislative requirements of France's Duty of Vigilance, EU Conflict Minerals regulation, the U.S. Dodd Frank Act, the UK Modern Slavery Act, the Canadian Supply Chain Act (S-211), and the German Supply Chain Act (LkSG) and to extend these principles to the extended supply network including the sub-tier suppliers.
- 5.24 Our suppliers are expected to sign and apply the requirements from our [Global Responsible Purchasing Guidelines](#) ("**GRPG / "Guidelines"**"). Stellantis has made significant improvements to the Guidelines in

October 2023. Our GRPG respect the risk-based due diligence approach advocated by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct as well as the values expressed in ILO principles and represents our commitment to embed these standards in our business activities.

The GRPG address topics focused on compliance with laws, regulations, social and ethical principles, environmental protection and sustainable procurement including training and support for small and local suppliers comprising:

- (a) uphold freedom of association and the effective recognition of the right to collective bargaining;
- (b) promotion of and compliance with internationally accepted human rights standards and a public commitment to human rights;
- (c) freedom of association and the effective recognition of the right to collective bargaining
- (d) elimination of any forms of forced or compulsory labor
- (e) effective fight against child labour and modern slavery including human trafficking
- (f) elimination of discrimination in terms of hiring and occupation
- (g) anti-corruption measures and the prevention of conflicts of interest
- (h) compliance with the legal minimum wage in national legislation or collective bargaining agreements while seeking to provide its workers and their families decent wages to afford reasonable and adequate shelter, food, and other necessities
- (i) working hours aligned with ILO Conventions 1 and 30
- (j) compliance with health and safety at work
- (k) implementation of an Environmental Management System such as ISO 14001 certification banning the use of prohibited substances and materials
- (l) encouraging suppliers to obtain sustainability commitment from their own suppliers consistent with those required by Stellantis
- (m) combating the use of minerals originating from areas of conflict
- (n) compliance with retention and use of personal data
- (o) implementation of an environmental policy for research on green or recycled materials, the reduction of CO2 emissions and the protection of biodiversity: prevention of deforestation and land conversion and protection of animal welfare
- (p) preventive measures to address identified risks
- (q) corrective action to be taken for suppliers potentially or currently involved in a human right infringement
- (r) action plan monitoring
- (s) maintenance of appropriate grievance reporting mechanisms and reporting of any non-compliance; and
- (t) communication of measures put in place

5.25 Stellantis Group asks its suppliers to acknowledge the deployment of the above principles throughout their supply chain.

5.26 The acknowledgement conveys suppliers' agreement to comply with these Guidelines as a pre-requisite to becoming a Stellantis Global supplier and developing a lasting business relationship with Stellantis or its affiliates.

5.27 In case of non-compliance, Stellantis may require that Supplier implements an action plan to put in place corrective actions to bring its performance into line and shall provide Supplier support to jointly define the required remedies, as appropriate. The non-compliance may be considered a material breach of the contract(s) between Stellantis and a business Supplier that may justify immediate termination of the contract(s) and consequently of the business relationship under the applicable terms and conditions of purchase.

Regulated materials in the extended supply chain

- 5.28 Stellantis Group is conscious of the risks inherent in the extraction of raw materials for use in the manufacturing of goods and services in the automotive industry. As a response to this risk, the Stellantis Group companies have adopted the following mitigating strategies:
- (a) ethical and conscientious procurement practices during the mineral extraction, trade, and processing stages;
 - (b) conduct due diligence activities with supplier and establish transparency with Suppliers on the origin of minerals used in particular from conflict affected and high-risk areas;
 - (c) training to provide suppliers with Stellantis' expectations and tools and resources to supplier development;
 - (d) supplier business review meetings to reinforce the alignment of objectives and legal obligations to continue the ongoing relationship with Stellantis;
 - (e) ongoing partnership with RCS Global, a recognised organisation that serves to support responsible mineral sourcing and works to deploy best practices;
 - (f) use of materials, such as cobalt to eliminate the use of the subject material and 3TGs from verified 'conflict free' sources to support green and local sourcing initiatives;
 - (g) redesign goods and services to eliminate the use of 3TGs;
 - (h) vertical integration for secured mineral supply;
 - (i) access to regulated markets on human rights aspects;
 - (j) automate the process.

Training for Buyers and Suppliers

- 5.29 The supplier training curriculum covers purchasing, quality, supply chain management, manufacturing, finance, and engineering. Dedicated classes and external training from Automotive Industry Action Group ("AIAG"), EcoVadis, and Resilinc focus on sustainability topics such as responsible working conditions, environmental impacts, ethics, and conflict minerals.
- 5.30 Buyer training includes modules on sustainability topics, conflict minerals, carbon footprint, and sourcing process expectations, with training needs continuously monitored and updated. In 2024, we held seven live training events with over 1,500 attendees from our purchasing function. Additionally, sustainability and human rights training materials are available on the Stellantis Learning HUB for self-paced learning and easy access to relevant information

EcoVadis partnership

- 5.31 EcoVadis is the world's largest and most trusted provider of business sustainability ratings through effective questionnaires and data collation.
- 5.32 Stellantis identifies human rights risk by commodity for both direct and indirect material purchases using third-party assessment in EcoVadis rating framework. Human rights risk profiles on internal commodities were developed, as well as country based human rights risk which includes 220 categories for 184 countries. Supplier human rights performance assessments were also entered in the EcoVadis database.

Stakeholder feedback

- 5.33 Stellantis Group receives input from NGOs and actively collaborates with them on a partnership level. Additionally, a partnership with third party assessment agencies (like RCS Global and SGS) were established. In 2024 35 SGS- and 31 RCS-audits were conducted.

Other initiatives

- 5.34 Stellantis Group undertakes several initiatives to improve supplier engagement and sustainable performance. We provide the "SPW" (Stellantis Production Way) methodology and tools to our suppliers, both new and existing ones. SPW support included plant shop floor assessments for new launch suppliers and focused improvement activities for those supporting current production, in both technical and operational assistance to its suppliers.
- 5.35 Stellantis Group has a Supplier Awards program which an opportunity to reaffirm the strategic importance of the supplier relationship as a fundamental driver in achieving the Company's strategic plan for profitable growth and developing differentiating technological innovations in response to the challenges of global competition. Stellantis Group rewarded 21 of the best suppliers in categories like CSR Performance, sustainability, GHG and raw material performance. The list of award-winning suppliers

is validated by a committee to ensure that the suppliers are compliant with the assessment criteria in other categories.

- 5.36 Stellantis ANZ has partnered with a leading ESG (Environmental, Social, and Governance) platform, to enhance its sustainability performance, ensure regulatory compliance, and manage supplier risk. The platform supports ethical sourcing practices and facilitates modern slavery risk assessments across the supply chain.

6 ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

- 6.1 The section “Stellantis Group Human Rights Governance “above describes our human rights governance, with ultimate supervisory responsibility sitting with the ESG Committee of the Board.
- 6.2 Stellantis ANZ’s modern slavery program is overseen by the Stellantis ANZ Procurement department with the responsible officer being the Procurement Manager.
- 6.3 During the next reporting period, Stellantis ANZ will seek to:
- (a) continue to comply with the Stellantis Code of Conduct and the respect for human rights by our partners and subcontractors by requiring contractual commitments to respect human rights.
 - (b) monitor our whistleblowing channels and grievance mechanisms to identify whether any reports reflect modern slavery incidents or risks.
 - (c) require our suppliers to sign the Global Responsible Purchasing Guidelines to comply with the social, compliance, sustainability, training environmental responsibility.
 - (d) provide training to our employees that conduct or support the procuring of goods and services regarding Human Rights topics.

7 OTHER

- 7.1 Stellantis Group receives input from NGOs and actively collaborates with them on a partnership level.

8 CONSULTATION AND APPROVAL

- 8.1 Stellantis ANZ does not have any owned or controlled entities, so did not need to engage in consultation with any such entities.
- 8.2 This Statement was prepared by the human resources, legal and procurement teams.
- 8.3 This statement was approved by the Stellantis ANZ board of directors and signed by Michael Tsesmelis in his capacity as Chief Executive Officer.

Signed:



Michael Tsesmelis

Chief Executive Officer
Stellantis (Australia and New Zealand) Pty Ltd

30 / 06 /2025

Reporting Criteria

Reporting Criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations, and supply chains	1-2
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	2-3
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	4-5
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	5-11
6. Describe the process of consultation with any entities the reporting entity owns or controls	11-12
7. Any other relevant information	12
8. Consultation and approval	12