

Modern Slavery Statement



Entity's Reporting Period

The financial year 01/07/2019 to 30/06/2020

2020

Introduction

The McGrath Auto Group, opposes modern slavery in all forms. We are committed to the highest standards of ethical behavior in our business activities and to promoting a culture of honesty, corporate compliance, and good corporate governance.

This statement is made in accordance with the Australian Modern Slavery ACT 2018.

McGrath Auto Group Business Structure

John McGrath Auto Group - Schedule

J & V Holdings Pty Ltd ACN 81 122 411 778 is the controlling entity of the trading entities listed below, collectively called "the Group".

McGrath Canberra Pty Ltd ABN 78 093 024 107

John McGrath Holden Pty Ltd ABN 47 628 781 582

Gusher Pty Ltd ABN 16 093 033 197

Trading As

McGrath Auto Group, John McGrath Auto Group, Belconnen MG, Phillip MG, John McGrath GMSV, John McGrath Holden, John McGrath HSV, Prestige Performance Centre, Hyundai Commercial Vehicles Queanbeyan, John McGrath LDV, John McGrath Maserati, John McGrath MG, John McGrath Prestige, John McGrath Fleet and Demonstrator Clearance Centre, Belconnen Budget Cars, John McGrath Ssangyong, John McGrath Kia, Mercedes-Benz Canberra, McGrath Budget Cars, Phillip Budget Cars, Phillip Used Cars, John McGrath Isuzu Ute, John McGrath Ford, John McGrath Auto Group - Phillip.

John McGrath Auto Group - Operations and supply chains

The Group is composed of 5 Automotive Dealerships with over 200 staff in various locations in Canberra - ACT and Queanbeyan - NSW.

The dealerships retail vehicles, supply spare parts and provide servicing requirements.

Our major suppliers are international vehicle manufacturers or importers, including, Ford, LDV, Peugeot, Mercedes-Benz, Citroen, Isuzu Ute, MG, Maserati, Kia.

We also identify the following non-manufacturer services within our supply chain:

- * Cleaning Services
- * Office and Print Supplies
- * Advertising Services
- * Provision of financial services related to automotive supply.

Identify the risks of modern slavery practices in the operations and supply chains.

These non-manufacturer suppliers comprise a very small proportion of our supply chain, but we consider them to have potential breaches of the modern slavery obligations.

The Vehicle manufacturers are the largest suppliers our organisation trades with. We acknowledge that risks of modern slavery within this group could exist. We acknowledge that we lack visibility in overseas markets and this carries additional risks especially in secondary levels of suppliers to the manufacturers.

Actions taken to assess and address these risks.

While we have little control over these vehicle suppliers we continually review the statements from these suppliers and the steps they are taking in relation to modern slavery.

We have more control over our non-manufacturer suppliers as we have close contact with them. We reviewed this group and consider them low risk.

We will continue to engage with them as a component of the site onboarding for suppliers to raise awareness of our concerns and address any issues arising.

The Group recognises the importance of protecting human rights and ensuring our employees, our customers, those who may be impacted by our activities and those within our supply chain operations are free from all forms of modern slavery, such as forced labour, child labour, debt bondage, abuse of requirements for a minimum living wage and discriminatory employment practices.

Action by effective management

The Group ensures that our employees remuneration and entitlements are in accordance with the Vehicle Repair, Services and Retail Award 2000, Clerks - Private sector Award 2020, and the National Employment Standards.

Employment standards are published in an employee manual available to all employees, this maintains a consistent application of company policies in a non discriminatory format and includes methods of redress where applicable.

The group is committed to continuous improvement and will continue to fine tune its policies and procedures as we review and identify risks across our operations and supply chains.

Assessing the effectiveness of actions.

The Group has strong compliance and risk management practices, policies and systems.

The Group assesses that the actions and approach to its assessment of its exposure to modern slavery practices to be effective and appropriate.

Process of consultation with related entities.

The group has regular common board meetings across its related entities. This consultation is supported by the close nature of working relationships across the group.

Other Relevant Information

The Group is a member of the Canberra Chamber of Commerce and the Australian Automotive Dealer Council. The Group will seek assistance from these industry associations where necessary to develop best practice principles to identify and minimise modern slavery risks.

The Groups Whistleblower Policy encourages encourages the reporting of any instances of suspected unethical, illegal, corrupt, fraudulent or undesirable conduct involving the company's business. Persons may disclose any reportable conduct to an independent whistle blower service, "Capital Workplace" using the Hotline service phone 02 6231 3722.

Principal Governing Body Approval

This modern slavery statement was approved by the board of JV McGrath Holdings Pty Ltd as the controlling entity of the group on 30 October 2020.



Signed by

**John McGrath
Managing Director**