



# Modern Slavery Statement

FY 30 JUNE 2024

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## 1. Introduction - Reporting entities for MotorOne Group.

This is the MotorOne Group's fourth modern slavery statement (**Statement**) prepared and submitted in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**) for the financial year ending **30 June 2024**.

As the authorised reporting entity for the bodies corporate that comprise the MotorOne Group, M1 Topco Pty Ltd recognises the responsibility that the MotorOne Group possesses to meaningfully contribute to the reduction of Modern Slavery through continuous assessment and improvement in the processes utilised in its supply chains.

M1 Topco Pty Ltd ACN 663 463 116 (**MotorOne**) is the 'reporting entity' for the MotorOne Group for the purposes of the Act. The other reporting entities within the MotorOne Group are M1 Bidco Pty Ltd, MotorOne Topco Pty Ltd, MotorOne Mezzco Pty Ltd, MotorOne Bidco Pty Ltd, MotorOne Holdco Pty Ltd, Worldmark Group Holdings Pty Ltd, Worldmark Group Pty Ltd, Worldmark Holdings Pty Ltd, Worldmark Pty Ltd, MotorOne Group Pty Ltd, and MotorOne Autobody Pty Ltd.

MotorOne continues to develop and improve its systems and processes to better assess and minimise the risks of Modern Slavery within its supply chains.

## 2. Our Structure, Operations and Supply Chains.

### 2.1 Structure.

MotorOne is a proprietary company, incorporated in Australia. MotorOne's registered office is Level 30, 126-130 Phillip Street, Sydney, NSW 2000.

MotorOne is the parent company of the MotorOne Group and it controls the following bodies corporate:

MotorOne Mezzco Pty Ltd ACN 613 794 755	MotorOne Bidco Pty Ltd ACN 613 796 357	MotorOne Holdco Pty Ltd ACN 613 795 887
MotorOne CX Pty Ltd ACN 159 923 181	Motor One Group Pty Ltd ACN 097 188 219	MotorOne Autobody Pty Ltd ACN 077 935 614
Autotech Group Australia Pty Ltd ACN 098 913 010	Solartint Australia Pty Ltd ACN 009 061 947	Auto Klene Solutions Pty Ltd ACN 600 385 680
WorldMark Holdings Pty Ltd ACN 087 707 471	WorldMark Group Holdings Pty Ltd ACN 144 505 199	WorldMark Pty Ltd ACN 087 705 262
WorldMark Group Pty Ltd ACN 144 520 981	Ultimate Business Systems Pty Ltd ACN 110 577 403	M1 Bidco Pty Ltd ACN 663 463 214
Martin Energy Products (NZ) Limited No. 583319	Martin Energy Products (Australia) Pty Ltd ACN 059 585 983	High Performance Corporation Pty Ltd ACN 083 091 838
Code Red Topco Pty Ltd ACN 613 879 824	Code Red Holdco Pty Ltd ACN 613 878 961	Schmick Car Care Club Pty Ltd ACN 139 891 679

Prostream Australia Pty Ltd ACN 169 708 954	Sunscreen Australia Pty Ltd ACN 608 385 440	Protection Brands Pty Ltd ACN 160 443 498
MotorOne Topco Pty Ltd 663 463 116		

## 2.2 Operations.

As at 30 June 2024, the Motor One group employed 1106 employees across its Australian and New Zealand operations (1071 permanent and 35 casual). WorldMark Pty Ltd is the employing entity in Australia and Martin Energy Products NZ Limited employs its New Zealand personnel. These entities are also responsible for office administration and procurement of incidental goods and services.

There are **four** main divisions comprising the Motor One Group.

Car Care Division		
Entity	Business(s)	Business Operations
Motor One Group Pty Ltd ACN 097 188 219	MotorOne Car Care	Offers a wide range of protection products for vehicles, including quality paint protection, window films, vehicle electronics and cosmetic repair memberships in Australia.
	AutoXtreme	Supplier and installer of the very latest in innovative quality vehicle electronics.
	Fleet	Offers a wide range of automotive protection products to most fleet management and salary packaging organisations in Australia, including paint protection (sale and application), window films (sale and application), vehicle electronics (sale and installation) and cosmetic repairs (memberships and servicing).
Protection Brands Pty Ltd ACN 160 443 498	Permagard	Offers a wide range of protection products for vehicles, including quality paint protection, window films, and vehicle electronics.
Auto Klene Solutions Pty Ltd ACN 600 385 680	AutoKlene	AutoKlene is one of the largest suppliers of professional vehicle cleaning products in Australia. Supplies include large range of polishes, waxes, degreasers, chemicals and accessories. Business customers

		include: car wash chains, dealership service centres, and workshops.
<b>Prostream Australia Pty Ltd</b> <b>ACN 169 708 954</b>	<b>Prostream</b>	Prostream enhance automotive performance through the development and distribution of high quality workshop solutions and to increase productivity for our workshop partners through the use of our products.
<b>Autotech Group Australia Pty Ltd</b> <b>ACN 098 913 010</b>	<b>Autotech</b>	AutoTech Group offer bottled product solutions for dealership service departments.

<b>Car Repair Division</b>		
<b>Entity</b>	<b>Business(s)</b>	<b>Business Operations</b>
<b>Schmick Car Care Club Pty Ltd</b> <b>ACN 139 891 679</b>	<b>Schmick</b>	Schmick Scratch & Dent Assist provide cost effective quality mobile repair servicing for minor damage to vehicles.
<b>MotorOne Autobody Pty Ltd</b> <b>ACN 077 935 614</b>	<b>MotorOne Autobody</b>	MotorOne Autobody are a vehicle smash repair service.

Film Division		
Entity	Business(s)	Business Operations
<b>Martin Energy Products (Australia) Pty Ltd ACN 059 585 983</b>  <b>Martin Energy Products (NZ) Limited No. 583319</b>	<b>MEP Films</b>	MEP Films MEP Films is a wholesale window film distribution business operating throughout Australia and New Zealand.
<b>Sunscreen Australia Pty Ltd</b>  <b>ACN 608 385 440</b>	<b>Paragon Window Tinting, Signage &amp; Graphics</b>	Paragon is a commercial window tinting and signage business operating nationally through locations in Melbourne, Sydney and Perth and with a focus on large commercial projects.
	<b>Frost &amp; Co</b>	A DIY decorative and plain frosted window film business operating through an online store, offering predetermined patterns and graphics or create your own options for the retail sector.
<b>High Performance Corporation Pty Ltd ACN 083 091 838</b>	<b>Tint A Car</b>	Tint a Car is the only window tinting franchise business in Australasia, including 86 franchisees in Australia and 8 franchisees in New Zealand. Tint a Car is the leader in automotive and home tinting in Australia and New Zealand, whilst also supporting the MotorOne Car Care and Fleet divisions as a labour resource for their customers.
	<b>Solar Tint</b>	Solartint is a group of 22 independent window tinting businesses operating under the Solartint brand, through a licence from MEP Films. Predominately situated in Sydney, Australia, Solartint is the second largest window tinting group in Australia servicing the retail sector with automotive and home window tinting.

Customer Care Division		
Entity	Business(s)	Business Operations
MotorOne CX Pty Ltd ACN 159 923 181	MotorOne CX	MotorOne CX manages the overall 'Customer Experience' for OEMs and retailers through a range of online and offline best of breed CRM, Digital and Contact Centre solutions.
	Customers for Life	Specialises in customer loyalty and data management processes.

### 2.3 Supply Chains.

The Supply Chains of the MotorOne Group of business are the products and services (including labour) that contribute to each entity's own products and services. This includes products and services sourced in Australia or overseas.

The MotorOne Group of businesses broadly operate in the *aftermarket automotive industry* with products and services sourced both domestically and internationally. The diversity of products and services offered by the MotorOne Group potentially increases the Motor One Group's exposure to the risks of modern slavery. The Motor One Group takes positive action towards assessing and addressing the risk of modern slavery practices in its supply chains.

Supply chains for the MotorOne Group's businesses are as follows:

Car Care Division		
Business(s)	Products / Services	Origin
MotorOne Car Care	Products and services supplied by various businesses across the MotorOne Group including MEP Films, AutoXtreme, and car repair division.	
AutoXtreme	<ol style="list-style-type: none"> <li>1. G-net / Blackvue Dash Cameras</li> <li>2. Redarc Battery/Brake accessories &amp; Consumables</li> <li>3. Reverse Camera Mirrors &amp; Mini Butterfly Cameras / Viofo / 70Mai Dash Cameras</li> <li>4. Car Alarms</li> </ol>	<ol style="list-style-type: none"> <li>1. South Korea</li> <li>2. Australia</li> <li>3. China</li> <li>4. United Kingdom</li> </ol>
Fleet	Car washing kits, chemical products	China/Australia
AutoKlene	<ol style="list-style-type: none"> <li>1. Class Plastics- 20lt /5lt plastic containers</li> <li>2. Sodium Tri-Polyphosphate and Trisodium phosphate</li> <li>3. Coconut diethanolamide</li> <li>4. Perfumes</li> </ol>	<ol style="list-style-type: none"> <li>1. Australia/China</li> <li>2. China</li> <li>3. Malaysia</li> <li>4. Australia</li> </ol>

<b>Prostream</b>	<ol style="list-style-type: none"> <li>1. Lubricants, cleaners and degreasers, adhesives and additives</li> <li>2. Fuel system additive</li> <li>3. EGR system cleaners</li> <li>4. Lubricant varieties</li> </ol>	<ol style="list-style-type: none"> <li>1. Canada/USA</li> <li>2. Australia/USA</li> <li>3. Canada/USA</li> <li>4. USA</li> </ol>
<b>Autotech</b>	<ol style="list-style-type: none"> <li>1. Liquid additives, aerosol products</li> <li>2. Oils and lubricants</li> <li>3. Aerosol products</li> <li>4. Bottled additive products</li> </ol>	<ol style="list-style-type: none"> <li>1. China</li> <li>2. Australia</li> <li>3. Containers made in Australia, base oil from Singapore.</li> <li>4. Aerosol cans sourced from China. Australian manufactured products and bottles.</li> </ol>

#### Car Repair Division

Business(s)	Products / Services	Origin
<b>Schmick</b>	<ol style="list-style-type: none"> <li>1. Vehicle fixed site and mobile vehicle repair services</li> <li>2. Paint</li> <li>3. Vehicle parts</li> </ol>	<ol style="list-style-type: none"> <li>1. Australia</li> <li>2. Australia/Germany (indirect)</li> <li>3. Australia/European Union (indirect)/Japan (indirect)/China (indirect)</li> </ol>
<b>MotorOne Autobody</b>		

#### Film Division

Business(s)	Products / Services	Origin
<b>MEP Films</b> <b>Frost &amp; Co</b> <b>Tint A Car</b> <b>Solar Tint</b> <b>Paragon Window Tinting, Signage &amp; Graphics</b>	<ol style="list-style-type: none"> <li>1. Window tinting supply and fitment services</li> <li>2. Window films</li> </ol>	<ol style="list-style-type: none"> <li>1. Australia / NZ</li> <li>2. USA</li> </ol>

#### Customer Care Division

Business(s)	Products / Services	Origin
<b>MotorOne CX</b>	<ol style="list-style-type: none"> <li>1. Data from customers</li> <li>2. CRM software</li> <li>3. Social networking software</li> <li>4. Software development services and administration</li> </ol>	<ol style="list-style-type: none"> <li>1. Australia</li> <li>2. Australia</li> <li>3. USA</li> <li>4. Australia/Vietnam (indirect)/India (indirect)</li> </ol>
<b>Customers for Life</b>		



Divisional management		
	Products/Services	Origin
<b>WorldMark Pty Ltd and Martin Energy Products NZ limited</b>	Employment of staff across MotorOne Group divisions and procurement of goods and services as part of office administration. Products and services include corporate clothing, printing and promotional goods and services and office consumables (coffee, tea, sugar, biscuits).	Australia/New Zealand/China (indirect)

### 3. Potential risks in our supply chains.

While the MotorOne Group operates in the automotive aftermarket industry, a prudent assessment of the modern slavery risks of the MotorOne Group requires a closer assessment of our workforce and the primary suppliers to individual business unit operations.

#### 3.1 Workforce risk

The MotorOne Group workforce is made up of permanent (both full and part time) and casual employees and contractors.

MotorOne recognise modern slavery risk is greater when engaging contractors, casual employees, and temporary visa holders. Where possible, the MotorOne limits use of casual employees and contractors, utilising where needed to fill gaps, manage overflow, and staff temporary projects. We currently have a small number of employees with temporary visas and we ensure they are afforded the same rights and benefits as all employees. As the use of these personnel categories are limited there is a low modern slavery risk existing within our workforce.

#### 3.2 Car Care Division.

##### 3.2.1 AutoKlene, Prosteam and Autotech.

The above businesses operate within the industrial cleaning chemicals, engine lubricants and solutions. Certain products are imported and resold within Australia and New Zealand and other products are directly manufactured by the AutoKlene business in Australia.

With respect to the products that are imported and resold, most are sourced from China and Malaysia. These products have been deemed to present significant geographic risks of modern slavery.

Products manufactured in Australia are said to present a low modern slavery risk, however raw materials used in the manufacturing of these products and sourced predominantly in China are not devoid of modern slavery risk.

### 3.2.2 AutoXtreme

AutoXtreme operates in the electronics industry with most of its end products sourced from South Korea, Australia and the United Kingdom. Certain end products and input components in these products derive from China and other countries that pose a higher risk of modern slavery.

### 3.2.3 Fleet.

The fleet business operates in the aftermarket car care industry and is concerned with facilitating the provision of vehicle electronics, paint protection, tinting and vehicle repairs from other business that comprise the MotorOne Group. The risks identified for each of these businesses and their respective products and services, apply to the Fleet business.

## 3.3 Car Repair Division.

The businesses which comprise the car repair division operate domestically within the automotive repair industry. The services provided by these businesses are provided by directly engaged domestic labour. We consider, from a vulnerable workers perspective, the risk of modern slavery in these businesses is low. We source all paint and parts used in our vehicle repair process from Australian suppliers. However, those suppliers import products from overseas including Germany, European Union, Japan, Middle East, Taiwan and China. Some of these indirect suppliers in the supply chain present a high geographic risk.

## 3.4 Film Division.

This division operates in the tinting and printing industries in Australia and New Zealand. The services offered by these businesses present a low risk of modern slavery, where a locally sourced workforce is employed directly by WorldMark Pty Ltd. The exceptions are Tint A Car and Solartint where the workforce is employed by franchisees and licensees, respectively. As at the date of preparation of this Statement, MotorOne is unaware of any exploitation of vulnerable workers in its Tint A Car franchise network or by its Solartint licensees.

Most products sourced and sold in this division are from Australia, USA, Europe, New Zealand, and the UK. Each of these countries present comparatively low geographic modern slavery risk. Certain products are sourced from China, Taiwan, and Indonesia and present higher geographical risk.

## 3.5 Customer Care Division.

The customer care division predominantly operates in the IT industry with operations based in Australia. The modern slavery risk is considered low within this division however it is acknowledged that services procured from Vietnam and India may entail both a direct geographical and vulnerable worker modern slavery risk. An indirect risk of modern slavery also exists in procurement of CRM software from the USA as supplier may outsource administration of same to regions in which modern slavery is more prevalent.

## 3.6 Divisional Management.

As Motor One Group employees and contractors are engaged either domestically or in New Zealand, the Motor One Group considers the geographical risk of modern slavery for workers to be low.

Operational supplies including office consumables and marketing goods are primarily sourced from domestic suppliers. The risk of modern slavery exists however as goods are predominantly made in China, a country that presents a higher geographical risk.

#### 4. Assessing and addressing risks in our supply chains.

During the reporting period, the MotorOne Group continued to take positive action towards assessing and addressing the risk of modern slavery practices in its supply chains including:

- reviewing existing supply chains and accuracy of first tier supplier mapping;
- engaging with suppliers undertaking their own modern slavery risk assessments;
- working with external consultants we engaged to undertake an assessment and update of WSH compliance, policies, and procedure for the MotorOne Group;
- continuing to issue MotorOne Group suppliers with the Motor One Group Code of Conduct and increase execution rates;
- where possible, negotiating contractual terms with first tier suppliers requiring compliance with legislative obligations including in respect of modern slavery;
- where possible, sourcing goods and services domestically;
- continuing to provide education with managers and divisional heads in relation to the meaning of modern slavery and the MotorOne Group's responsibilities under the Modern Slavery Act 2018 (Cth) including online compliance training via Safetrac platform;
- considering and reviewing our internal modern slavery process and procedures and assessment of whether a standalone modern slavery and remediation policy, which will continue into FY25;
- employed a full-time procurement manager to assist with, among other things, modern slavery compliance and process implementation.

The MotorOne Group also undertakes regular reviews of its policies and processes which reinforce MotorOne Group's commitment to integrity and ethical business practices, including:

1. Motor One Group Code of Conduct
2. Bullying Discrimination and Harassment Policy
3. Grievance Procedure
4. Whistleblower Policy
5. Employee Handbook

An external legal review of the above policies and procedures begun in the second half of FY24 and will be finalised in the first half of FY25.

#### 5. Assessing the effectiveness of our actions.

As at the date of this Statement there have been:

1. no instances of modern slavery identified in the MotorOne Groups' domestic operations,
2. no whistleblower cases associated with modern slavery; and
3. no modern slavery concerns raised with the MotorOne Group from customers and suppliers.

In the absence of specific cases, MotorOne has assessed and will continue to assess the effectiveness of the actions it has taken by continuing to monitor the number of executed Supplier Codes of Conduct it has received from its suppliers and the number of employees who have received the online modern slavery compliance training.

Consistent with the MotorOne Group's continued improvement approach to combatting modern slavery, MotorOne remains committed to implementing additional assessment tools and processes, including by way of updated policies and procedures, to assess MotorOne Group's response to modern slavery.

## 6. Consultation and understanding.

As part of the Motor One Group's commitment to investigating modern slavery risks and to improved practices to help address the businesses vulnerabilities to modern slavery, the Motor One Group regularly engages with employees, consultants, contractors, and suppliers on matters relating to the protection of human rights and to the development of informed prevention strategies to help eliminate modern slavery.

The head of each business division (or appropriate delegate) conduct regular audits of supply chain information and report back to a centralised team which forms the basis of risks assessments and statement preparation.

## Our commitments for FY 2024-2025.

The Motor One Group will focus on the following key activities during the financial year 2024-2025:

1. continuing to obtain and assess updated modern slavery information from our suppliers to ensure a collaborative response to modern slavery and compliance with the Act;
2. continuing to ensure both new and existing supplier agreements contain suitable modern slavery clauses where possible and otherwise embedding adherence to the company's supplier code of conduct including increasing execution rates across suppliers;
3. maintaining our modern slavery education and training to employees by way of clear communication to help embed our commitment to human rights including by continuing the modern slavery training program with each of the divisional managers;
4. ongoing reviews of policies and procedures to continue to address modern slavery risks to the business and determination on whether any new policies or procedures are required as part of a wider ongoing ESG review of the business;
5. continue increasing regular divisional engagement and feedback on modern slavery, including continuing work with our procurement manager for modern slavery compliance and process implementation for suppliers and contractors;
6. continue review of internal modern slavery processes and formalise;
7. finalising with external consultants the review of WHS compliance;
8. employing a full time Work Health Safety and Environment Manager and implementing a new work health safety management system;
9. developing a new employee handbook which reinforces the MotorOne Group's commitment to ethical business practices by including summaries of relevant policies such as code of conduct, workplace behavior policy, grievance policy and whistleblower policy;
10. maintain accuracy of first tier supplier mapping; and
11. continue and increase second tier supplier mapping.

This statement for the MotorOne Group was approved by the board of MotorOne, as the parent entity of the entities that comprise the MotorOne Group on 20 December 2024.

*Greg Lewis*



Director: *M1 Topco Pty Ltd ACN 663 463 116*  
*23 December 2024*