



Keema Automotive Group

# Modern Slavery Statement

2020

## Introduction

This statement outlines the review and processes Keema Holdings Pty Ltd (ACN: 097 123 389) and all associated controlled entities that form the Keema Automotive Group have undertaken during the 30 June 2020 financial year. This process seeks to identify, manage, and mitigate any specific risks that may occur in the operation of the Keema Automotive Group and the Modern Slavery Act 2018.

## Our Structure, Operations and Supply Chains

The Keema Automotive Group was born in 1956 when the company started business as a Service Station and Workshop at BP Dutton Park. Being a third-generation family-owned dealership business, with over 60 years of experience finding cars for people in Brisbane and South-East Queensland. The group specialises in motor vehicle dealership retail with operations focused in South East QLD and Brisbane Metro area. The primary business operations can be summarised as below:-

- New vehicle sales
- Used vehicle sales
- Parts sales
- Service repairs
- Finance and Insurance sales

The supply chains utilised by Keema Automotive Group are vast given the complex nature of the businesses. It must also be noted that there are numerous levels of suppliers between Keema Automotive Group and the source of raw materials used through the supply chains. While complexity remains Keema Automotive Group predominately operates as a franchised motor dealer with a bulk of the inputs through the supply chain coming from the below:-

- Vehicles from Australian based subsidiaries of global original equipment manufacture
- Parts from Australia based subsidiaries of global original equipment manufactures

Currently the franchises represented by Keema Automotive Group are below:-

- Hyundai
- Nissan
- Kia
- Honda
- LDV

- Isuzu
- Skoda
- Ram
- Jeep
- Fiat

For the above franchises, all sourcing of products for use in the Keema Automotive Group is through the Australian division of the original equipment manufacturer. This gives rise to minimal risk given all the above Australian divisions of the global original equipment manufacturer will be subject to the Modern Slavery Act 2018 within Australia.

We have not identified any significant risks with our major supply chains of the franchises listed above however ongoing works will be undertaken in the coming year to request written compliance with modern slavery act given the global sourcing of inputs for the Australian market.

Further minor supply chains can also consist of the following types of businesses: -

- Property services that encompass clearing, storage and waste
- Recruitment services
- IT and Telecommunications services
- Logistic and transport services
- Detailing services

## Due Diligence and Actions

The Keema Automotive Group has a current Whistle-blower policy and actively train and encourage staff to report any unethical or illegal behaviours. Work will be undertaken in 2021 to implement a specific Modern Slavery policy that all staff will be required to undertake as induction and onboarding training. It has been identified, as part of the company review, that knowledge is a key step to ensuring awareness and compliance throughout the Keema Automotive Group moving forward.

Ongoing reviews will be completed with suppliers starting with self-assessment questionnaires to larger supplies to ensure Keema Automotive Group only works with businesses that operate within the legal framework of the Modern Slavery Act.

The Keema Automotive Group will also seek to improve supplier contracts issued with new suppliers moving forward to further reduce the risk of modern slavery arising in the supply chain.

### Effectiveness

To monitor the effectiveness of the above initiatives, a semi-annual review will be completed by the board of directors. This seeks to monitor the controls put in place and make improvements to the systems moving forward to continue compliance and aim towards a best practice approach over coming years.

This statement is for Keema Automotive Group was approved by the board of Keema Holdings Pty Ltd as the parent entity on 31<sup>st</sup> March 2021.

A handwritten signature in black ink, appearing to read 'T. Van Riel', is positioned above the printed name.

Tristan Van Riel

Managing Director – Keema Holding Pty Ltd

Date: 31st March 2021