



Modern Slavery Statement

2023/2024

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Reporting Entity

Scifleet Group of Companies Pty Ltd ACN 010 079 044, Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust) and each of their controlled entities (**we, us, Sci-Fleet Group**) are committed to conducting business with honesty and integrity.

This is our fifth published Modern Slavery Statement in accordance with the obligations of the Modern Slavery Act 2018 (Cth) and pertains to the financial year ending 30 June 2024. The statement sets out the steps taken, and continue to take, by the Sci-Fleet Group to prevent modern slavery in our own operations and supply chains. We recognise that modern slavery is a growing global issue, and we understand our part and responsibility to prevent, mitigate and remediate where necessary, the risks associated. We continue to ensure that all employees and suppliers adhere to Sci-Fleet Group policies and procedures.

Our Structure

The Sci-Fleet Group is one of Australia's largest and most successful motor dealership groups. Founded in 1978, the Sci-Fleet Group has grown from two Brisbane dealerships to a large network of dealership and service locations spanning the east coast of Australia, Western Australia and more recently South Australia.

Companies covered in this statement:

Aceway Nominees Pty Ltd (13 077 576 802) WA	Northpoint Fleurieu Pty Ltd (27 627 265 598) SA
Auto Corner Pty Ltd (45 009 905 079) QLD	Northpoint Murraylands Pty Ltd (61 650 004 336) SA
Ducala Pty Ltd (38 008 031 874) SA	Scifleet Group of Companies Pty Ltd (23 010 079 044) QLD
El Nino Pty Ltd (66 056 777 087) QLD	Sci-Fleet Motors Pty Ltd (25 057 783 749) QLD
El Viejo Pty Ltd (72 082 087 983) QLD	South City Automotive Group Pty Ltd (72 098 801 033) QLD
Kaizen Motors Pty Ltd (67 603 805 278) NSW	South Coast Corporation Pty Ltd (41 098 795 763) QLD
La Nina International Pty Ltd (97 082 088 015) QLD	Taipan Corporation Pty Ltd (97 010 410 698) QLD
Maz Fleet Pty Ltd (71 644 881 676) NSW	The Trustee for the Tsunami Trust (15 149 393 182) QLD
Northern Trading Pty Ltd (89 009 956 307) QLD	

Our Operations

The Sci-Fleet Group workforce comprises over 1,800 direct employees operating from locations across Australia, including our Head Office in Brisbane. 60% of our workforce are based in Queensland, 16% in New South Wales, 15% in South Australia and 9% in Western Australia.

We represent 9 Original Equipment Manufacturers (OEM) brands across the Volume, Prestige, and Luxury Segments-



The Sci-Fleet Group operations include 28 sales locations, 15 service locations, 5 pre-delivery centres and 2 paint shops.

- Parts
 - Sales of parts and accessories for new and used vehicles
 - Provision of parts to Sci-Fleet Group service workshops
 - Provision of parts to third party collision repair and servicing outlets
- Service
 - Ongoing vehicle maintenance
 - OEM warranty repairs
 - Internal reconditioning of used vehicles for sale
 - Preparation of new vehicles for delivery
- Sales
 - The sale of new & used vehicles

- Aftermarket sales of non-OEM products
- Finance & Insurance
 - Sales of third-party finance and insurance products (as agents)

As part of this statement, the Sci-Fleet Group reports on its actions to assess and address modern slavery risks associated with its operations, including its employment practices, and providing training for employees.

Our Supply Chains

The supply chains of Sci-Fleet Group encompass the products and services, including labour, that contribute to each entity's offerings. This includes both domestically and internationally sourced products and services. We carefully select suppliers, ensuring they comply with local, national, and international laws, regulations, standards, and appropriate codes of practice. We are dedicated to fostering strong partnerships with our suppliers, based on mutual trust, understanding, respect, and shared ethical values.

Most of our suppliers are stable, long-term domestic relationships. Less than 1% of our total supplies are sourced directly from international suppliers.

Sci-Fleet Groups' supply chains include suppliers of:

- Motor vehicles, parts, and accessories.
- Equipment and consumables, such as those relevant to our tyre distribution and motor servicing businesses.
- Logistics and transport services.
- Finance and insurance products.
- Professional services.
- Property, cleaning, storage, and waste disposal services.
- Car washing and detailing services.
- Information technology and telecommunication equipment and services.
- Office services and supplies.
- Food and beverage services.
- Personnel and recruitment services.

Risks of Modern Slavery in our Operations and Supply Chains

The manifestations of modern slavery are complex and hidden, so our risk assessment includes the following to enable us to prioritise activity;

- mapping of supply chains and operations;
- desk-based research;
- supplier surveys and engagement; and
- discussions with expert stakeholders.

The Sci-Fleet Group continues to implement measures and integrate new technology and processes to identify key suppliers and assess any risks of modern slavery they might introduce to our operations. As part of our ongoing efforts to minimise risk, we have also reviewed and updated our policies to ensure they remain relevant. These policies include the Modern Slavery Policy, Whistleblower Policy, Code of Conduct, COVID-19 Policy, and Supplier Code of Conduct.

Sci-Fleet Group staff are employed and engaged in Australia under the applicable employment, workplace, occupational health and safety, and other relevant legislation. We follow the Clerks – Private Sector Award 2020 and Vehicle Repair, Services and Retail Award 2020, along with the National Employment Standards (NES).

All staff undergo training on Code of Conduct, Respect@Work, Workplace Health and Safety, and Modern Slavery. We conduct monthly payroll audits to track age increases, apprentice or trainee progression, and annual

award increases. Our dedicated team of HR and Compliance professionals, along with robust policies and procedures, ensure compliance with relevant employment, workplace relations, and workplace health and safety laws. We have had zero reported cases through our Whistleblower Policy during this financial year.

Our workforce includes a small number of employees from outside Australia, who have arrived on working visas. We use recruitment and migration agencies in Australia for engaging these employees and comply with all Department of Home Affairs visa requirements and regulations. We use the VEVO system to confirm unrestricted working rights of all new employees before issuing formal employment letters. Additionally, we offer financial and community support to help our overseas workers assimilate into the workplace and the communities in which they reside.

The Sci-Fleet Group has not identified any specific modern slavery risks in our operations.

The automotive industry's supply chains are intricate, with numerous tiers of suppliers between Sci-Fleet Group and the raw material sources that form the backbone of our supply chains. We recognise that the risk of modern slavery may be present deeper within our supply chain, particularly in the production of engines, parts, and accessories for motor vehicles, where our visibility is limited. Nevertheless, we are confident that Sci-Fleet Group operates in a relatively low-risk sector. Our principal suppliers are original equipment manufacturers (OEMs) with advanced anti-slavery policies and procedures. We continue to foster strong relationships with our suppliers to ensure modern slavery considerations are integrated into their operations.

In the financial year 2023/2024 we directly engaged with over 3,600 Tier 1 suppliers with a total expenditure of over \$1 billion. The largest category of spend (75%) was the purchase of vehicles through our OEMs. The remaining proportion (25%) consisted of approximately 3,500 suppliers who provided less than \$500,000 of goods and services.

Actions taken by the Sci-Fleet Group to assess and address risks of modern slavery in its operations and supply chains

In our ongoing commitment to fulfilling our WHS and employee obligations, our focus this financial year has been on ensuring the long-term sustainability of our National Safety Management Framework (NSMF) and Learning Management System (LMS). We have provided continuous support, maintenance, and performance monitoring. The NSMF and LMS encompass essential policies and training related to Modern Slavery, Whistleblower, Code of Conduct, COVID-19, and Supplier Code of Conduct within our operations.

Operations

- The implementation of the National Safety Management Framework has led to a 15% increase in completed WHS risk assessments and achieved 100% compliance for all new starters (676 new employees) completing induction and new starter training, which includes modern slavery.
- Implemented LMS automated monthly reports for the Executive Committee, Dealer Principals and General Managers and bi-monthly reports for line managers to assist with their team's performance tracking and compliance monitoring. This has resulted in a 20% increase in completion rates.
- Updated our awareness campaign through the placement of modern slavery posters on staff notice boards around our dealerships. These posters are referenced in department meetings and toolbox talks prior to being displayed.

Supply Chain

- We conducted our Annual Group supplier audit; categorised by spend, geographical location, franchise & finance, business sector & relationships to identify areas that may be causing, contributing, or directly linked to modern slavery practices.
- We have maintained open lines of communication with our OEMs and compliance/legal contacts to collaborate and share insights and experiences.

COVID-19 Impacts & Response

We recognise that the impacts of COVID-19 may still elevate modern slavery risks in supply chains due to factors like increased global demand from supply chain shortages, shorter production windows, heightened unemployment, fear of income loss, factory closures, and the inability of vulnerable migrant workers to return to their home countries. Throughout this year, we have remained committed to supporting our employees, suppliers, and communities.

Where possible, we have provided work-from-home arrangements for staff who contracted COVID-19 and have ensured access to employee leave entitlements during this time. Our COVID-19 Group Policy has been reviewed to reflect the current climate. We continue to offer masks and hand sanitiser to employees and guests, and maintain regular cleaning and disinfecting of high-touch areas and vehicles. Sci-Fleet Group will persist in assessing and addressing additional risks in automotive supply chains caused by the COVID-19 pandemic.

Plans for future Action

For the financial year ending 30 June 2025, the Sci-Fleet Group has identified the following focal activities to assess its operations and supply chains:

- Annual audit of Group Suppliers by the Sci-Fleet Group Modern Slavery Risk Management Team at Head Office.
- Implement Supplier Modern Slavery Questionnaire through our LMS
- We will continue to identify and use opportunities for collaboration to verify and help resolve risk issues within our operations and supply chains, and strengthen our network of supply chain intelligence through our OEMS and external stakeholders.

How Sci-Fleet Group assess the effectiveness of actions being taken to assess and address modern slavery risks

This financial year, our focus has been on ensuring the long-term sustainability of our NSMF and LMS platform, which we implemented last year. We have dedicated efforts towards continuous support, maintenance, and performance monitoring.

The NSMF serves as a baseline reporting mechanism for key areas of compliance. Our substantial investment in the LMS now enables us to meet our legal obligations in the ever-evolving compliance landscape, ensuring our staff have the necessary information to work effectively and safely. This investment also equips us with the tools to raise awareness of our corporate responsibility and to assess and detect modern slavery risks within our supply chains.

Throughout the year, our Group Modern Slavery Risk Management Team has diligently consulted to manage, identify, prevent, and mitigate modern slavery risks across the group, as well as to measure the effectiveness of our actions. The team is responsible for conducting an annual group supplier audit, using this document as a guide for assessment.

We recognise that our review and assessment of our actions to identify and address modern slavery risks in our operations and supply chains is an ongoing and evolving process, to which we are fully committed.

Process of consultation with entities owned or controlled by Sci-Fleet Group

The Sci-Fleet Group Modern Slavery Risk Management Team is responsible for coordinating the Group's response to modern slavery risks in our operations and supply chains, as well as preparing this statement. This team reports to the Executive Committee, the principal governing body of the Sci-Fleet Group. During the reporting period covered by this statement, the Modern Slavery Risk Management Team engaged with and consulted the Executive Committee, Dealer Principals, Financial Controllers, the Group Chief Information Officer,

and the General Manager – Property & Purchasing. We continue to encourage collaboration opportunities with our OEMs to share experiences and knowledge.

Approval of statement

This statement was approved by

A handwritten signature in dark ink, appearing to read 'AG Scifleet', with a large loop at the end.

Andrew Gordon Scifleet

Sole Director

For and on behalf of Scifleet Group of Companies Pty Ltd ACN 010 079 044 and Tsunami Corporation Pty Ltd ACN 052 251 028 (as trustee for the Tsunami Trust).

Date: 22/11/2024