



MODERN SLAVERY STATEMENT

AMA GROUP LIMITED



AMAGROUP

ANNUAL MODERN SLAVERY STATEMENT

This statement is published by AMA Group Limited (ACN 113 883 560) (AMA) and includes all subsidiaries (collectively, AMA Group) in compliance with *Australia's Modern Slavery Act 2018* (Cth). AMA Group aims to have the right policies and practices in place to reduce the risk of modern slavery and other unethical behaviour in both our operations and supply chain, and to continue to work with suppliers who have the same core values and similar approaches to the AMA Group. AMA engaged with key business areas including Human Resources and Procurement to ensure risks specific to each area were identified. This statement outlines the actions that AMA Group has taken and will continue to take in our commitment to assess modern slavery risks within our operations and supply chain.

Modern slavery is described as the recruitment, movement, harbouring or receiving of children, women and or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Modern slavery can occur in all industries, sectors and countries. AMA Group respects ethical labour practices and has a zero-tolerance to any form of human rights abuses, including in our operations and supply chains, and we expect that all our employees, suppliers, contractors and agents uphold these values. AMA Group is committed to respecting human rights throughout our business and will make every effort to operate our business and source our products and services ethically and responsibly.

This statement has been approved by the Board of AMA Group Limited.

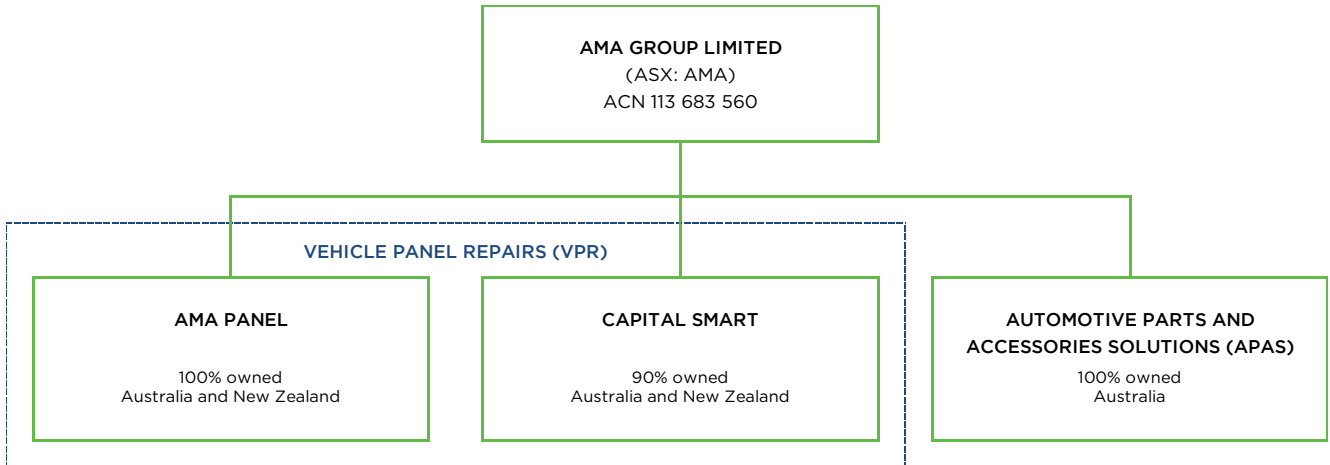


Carl Bizon
CEO
AMA Group Limited



1. AMA GROUP STRUCTURE & OPERATIONS

AMA Group Limited is a Public Company listed on the Australian Securities Exchange (ASX: AMA). AMA Group is the holding company of a number of operating subsidiary companies in Australia and New Zealand. AMA Group’s registered address is Level 4, 130 Bundall Road, Bundall QLD 4217.



The Group is Australia’s largest vehicle accident repairer and a leader in the vehicle aftercare and accessories market. Headquartered in Australia, AMA Group operates 181 repair sites throughout Australia and New Zealand.

OPERATIONAL OVERVIEW AT 30 JUNE 2020

| Reportable Segment | Vehicle Panel Repairs | | Automotive Parts and Accessories |
|--------------------|--|--|--|
| Division | AMA Panel | Capital Smart | APAS |
| Description | <p>AMA Panel specialises in performing high quality repairs from driveable vehicles that have sustained low-to-medium collision damage up to non-driveable vehicles that have sustained high severity collision damage.</p> <p>AMA Panel is a smash repairer of choice for a number of different insurers, consumers and employees across Australia and New Zealand.</p> | <p>Capital Smart specialises in performing high quality repairs for Suncorp customers who have driveable vehicles that have sustained low-to- medium collision damage.</p> <p>Through the use of innovative technologies, digital capability and efficient processes, customers are able to seamlessly book their repair into a Capital Smart site via an integrated solution.</p> | <p>APAS provides automotive parts and accessory solutions to a wide range of customer segments, including panel repair sites, wholesale and retail.</p> <p>APAS comprises of:</p> <ul style="list-style-type: none"> • ACM Parts • Automotive Components & Accessories Division (ACAD) • Fully Equipped <p>The various businesses and brands operate together as one cohesive division.</p> <p>On 31 December 2020, AMA Group divested of the ACAD and Fully Equipped Businesses. Following divestment, the APAS Division comprises of ACM Parts and Fluidrive Holdings.</p> |



2. RISK OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

OUR BUSINESS

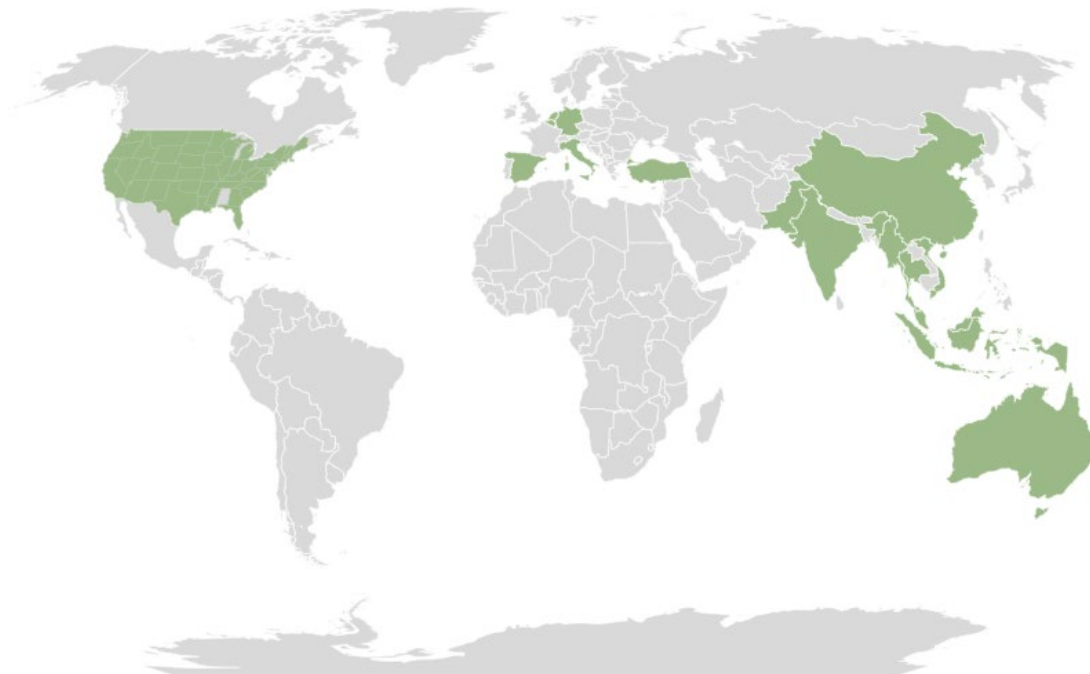
All of AMA Group’s operations are conducted in Australia and New Zealand. AMA Group recognises that our employees must be treated fairly and with respect and paid in accordance with relevant and applicable legislation. AMA Group has implemented controls and processes throughout the business to manage and mitigate the risk of causing or contributing to any aspect of modern slavery within our workforce.

AMA Group has 3,725 employees throughout its Australia and New Zealand operations. The AMA Group code of conduct outlines AMA Group’s commitment to its employees, customers and all stakeholders and the expectations of all AMA Group employees, contractors and Directors. In particular, the code requires awareness of and compliance with laws and regulations relevant to the business of AMA Group, including occupational health and safety, fair trading and dealing, privacy and employment practices.

SUPPLY CHAIN

To enable AMA Group to carry out its operations, AMA Group’s suppliers comprise a global network of over 1,000 core and non-core suppliers comprising an extensive range of automotive aftercare products including parts, consumables and accessories. A significant part of our supply chain also includes personal protective clothing and equipment primarily used in vehicle repair, IT equipment and aligned products and professional services. AMA Group’s suppliers are based on short and long-term arrangements and relationships.

Countries outside of Australia and New Zealand included in our supply chain (direct and indirect) are indicated below:



| Region | Country |
|---------------|--|
| Asia | China, India, Singapore, Indonesia, Malaysia, Thailand, Vietnam, Hong Kong |
| Middle East | Turkey, Myanmar, Pakistan |
| Europe | Germany, Italy, Spain, Netherlands, Belgium |
| North America | United States of America |



Although AMA Group operates in Australia and New Zealand, the Group’s major suppliers of aftercare automotive parts and accessories have global operations and as such, we recognise the risk for modern slavery to exist in our supply chain as it relates to labour and employment standards, health and safety and related ethical standards. AMA Group is cognisant that the degree of modern slavery abuses is largely dependent on factors which include the level of human rights protection and/or enforcement in countries where they operate or source supply from and use of labour hire and outsourcing practices in those jurisdictions.

IMPLICATIONS OF COVID-19 ON AMA’S OPERATIONS AND SUPPLY CHAIN

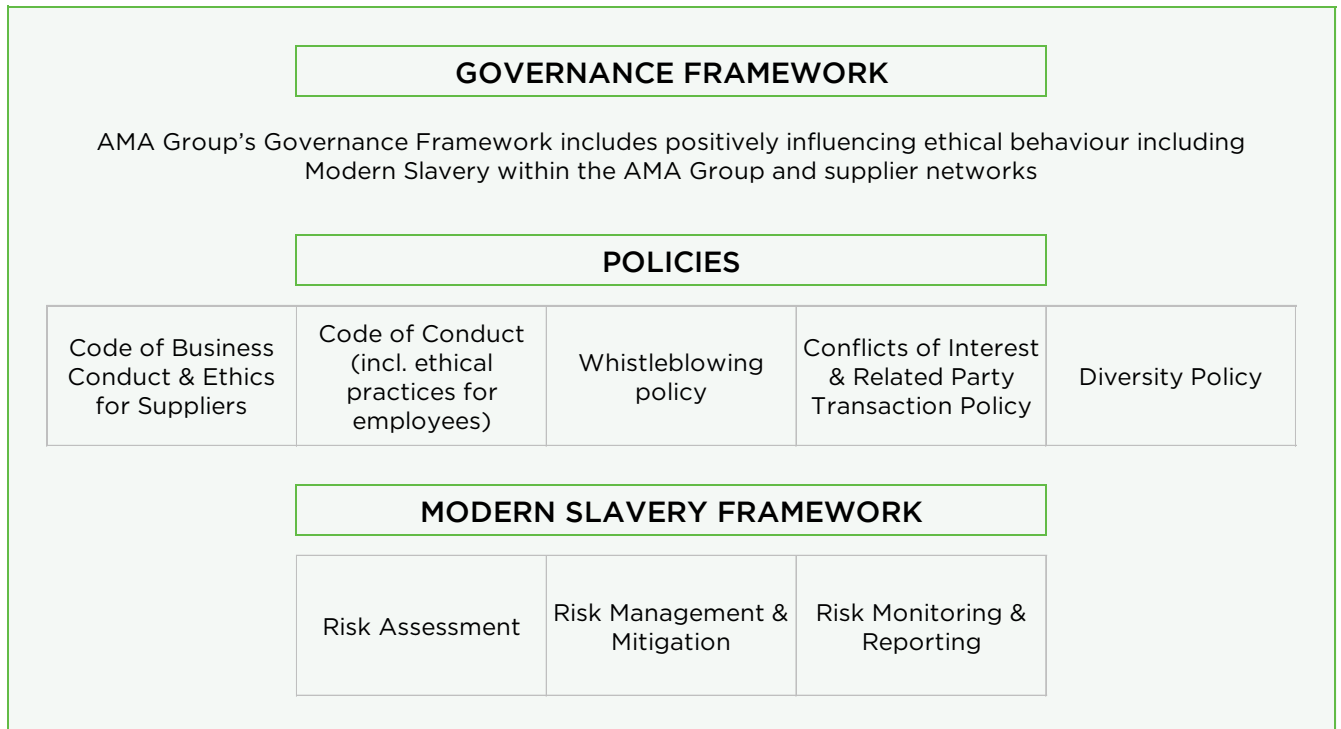
We understand that the impacts of the Covid-19 pandemic has increased the vulnerability of workers in certain jurisdictions and may increase the prospect of exploitation and modern slavery risks in these jurisdictions. We will continue to monitor these risks via the risk assessment program.

The safety and well-being of our employees, customers and suppliers is paramount. To ensure their health and safety AMA continues to operate the business in accordance with best-practice health, safety and hygiene measures and implemented restrictions and health advice of Australian and New Zealand Government health experts.

3. ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISK OF MODERN SLAVERY

AMA Group has adopted a staged approach to identifying and assessing potential modern slavery risks within our operations and supply chain and has established a Modern Slavery working group (including external consultants) to manage and address modern slavery risks within our operations and supply chain.

As part of our commitment to manage modern slavery risk, during the reporting period, we reviewed existing policies and implemented new policies as part of our governance framework



CODE OF BUSINESS CONDUCT AND ETHICS

AMA Group's Code of Business Conduct and Ethics for Suppliers sets out the minimum standard for conducting business with the AMA Group in a safe, professional, legal and ethical manner and as such includes:

- **Ethical business practices** to accept responsibility for behaving professionally, ethically and with integrity and fairness.
- **Social behaviour** to conform to relevant labour standards.
- **Environmental behaviour** to recognise the importance of reducing environmental impacts.
- **Modern Slavery Act (2018) compliance.**

WHISTLEBLOWER POLICY

AMA is committed to the highest standards of conduct and ethical behaviour across its Group and to promoting and supporting a culture of honest and ethical behaviour including labour practices and human rights. The Whistleblower policy provides a confidential and secure process for addressing wrongdoing which may otherwise go undetected. The Group encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving the Group.

SUBSEQUENT TO THE END OF THE REPORTING PERIOD, AMA GROUP HAS:

- ✓ Strengthened supplier agreements and tender documentation to include undertakings by suppliers or potential suppliers in relation to their compliance with the Modern Slavery Act.
- ✓ Performed an extensive review of AMA Group's supplier base to identify any potential high risk suppliers which is largely based on geography.
- ✓ Sent Modern Slavery Risk assessments to a majority of our suppliers. These assessments request that suppliers respond/confirm the following:
 - awareness by supplier of any instances of suspected unethical behaviour including modern slavery;
 - jurisdictions in which the supplier operates;
 - whether suppliers have appropriate policies aimed at restricting unethical conduct; and
 - whether the supplier imposes any expectations in relation to compliance with modern slavery behaviour on its supply chain.
- ✓ Engaged extensively with our supply chain to provide them with key Modern Slavery information and informing suppliers of AMA Group's commitment to the eradication of Modern Slavery in today's society. As awareness around the Modern Slavery Act increases, AMA Group expects the engagement level amongst its supply chain to significantly increase.

AMA Group appointed external consultants to:

- ✓ Review responses received from suppliers.
- ✓ Perform a review of secondary source information relating to suppliers, based on Modern Slavery Statements, Code of Conduct, Ethical Sourcing, Whistleblower Policies, and any other information, to use in our risk mitigation.
- ✓ Assist in responding to questions from suppliers in relation to understanding their obligations in relation to the Modern Slavery Act.
- ✓ Red Flag suppliers in high risk regions where no response or secondary information is available and continue to review to ensure any potential risk is mitigated.

INITIAL FINDINGS

AMA Group Limited has identified a number of suppliers with operations in high-risk countries and industries. At the date of the report, the risk review process is ongoing. Further due diligence to gain a more in-depth understanding of our supplier's policies and procedures will be undertaken during this reporting period and included in our next Modern Slavery Statement.



TRAINING

AMA Group understands the importance of employee awareness of AMA Group's policies and practices and aims to increase awareness of modern slavery via appropriate training in relation to promoting ethical behaviour within our operations and will include an update in future reports.

4. ASSESSMENT & EFFECTIVENESS OF OUR ACTIONS

AMA Group recognises the importance of monitoring the effectiveness of our anti-modern slavery actions and processes. During this reporting period, AMA Group will continue to:

- Engage with our supply chain to increase the level of engagement.
- Review and assess the supplier risk assessment results.
- Perform additional due diligence of any identified high risk suppliers.
- In conjunction with 3rd party consultants, regularly assess the effectiveness of the processes implemented and adjust to ensure target outcomes are achieved.

5. FUTURE

AMA Group will continue to develop our internal understanding, oversight and management of modern slavery risks throughout our operations and supply chain. We will also assist the organisations within our supply chain in understanding modern slavery and the benefit of the steps AMA Group is taking in our commitment to reduce the occurrence of modern slavery in today's society. We will continue to progress the work undertaken and grow our review and assessment capability for the remainder of FY21 and beyond.

