



GPC Asia Pacific  
Holdings Pty Ltd  
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## Modern Slavery Statement

### Criteria 1 – identify the reporting entity

1. This statement is made pursuant to the *Modern Slavery Act 2018* (Cth) and outlines the actions taken by GPC Asia Pacific Holdings Pty Ltd (ACN 162 550 978) (**GPC**) and its related bodies corporate in Australia (as listed in Appendix A) to identify and address modern slavery risks in its operations and supply chains for the financial period ending on 31 December 2024.
2. GPC is an Australian incorporated private company, which operates from 22 Enterprise Drive, Rowville, Victoria, 3178.

### Criteria 2 –GPC's structure, operations and supply chain

3. For context, GPC is the wholly owned Australasian division of Genuine Parts Company, a US-listed (NYSE: GPC) multinational service organisation. GPC operates its business through two key divisions:
  - a **Automotive Division:** Incorporates well-known brands including Repco, NAPA, McLeod Accessories and AMX. The division distributes automotive and motorcycle parts, tools, and equipment through a network of 566 stores and digital platforms, supported by over 7,350 employees across Australia and New Zealand.
  - b **Industrial Division (Motion Asia Pacific):** Motion is a leading distributor of industrial replacement parts and services in Australia, New Zealand, Indonesia and Singapore. Motion supplies bearings, seals, power transmission and other industrial parts and services across sectors including mining, manufacturing, and agriculture. The division operates from over 122 branches with more than 2,000 employees.
4. We employ over 9,350 team members across approximately 700 retail and distribution locations throughout Australia, New Zealand, Indonesia and Singapore. Our core operations involve procurement, warehousing, supply chain logistics, and sales of automotive and industrial products and services and accessories. Our supply chains extend globally and integrate Genuine Parts Company's global partnerships, efficient onshore and offshore sourcing, robust quality assurance, and advanced consolidation centres in Shanghai, Malaysia and Hong Kong to deliver optimised supply chain solutions.

### Criteria 3 – description of modern slavery risks in operations and supply chains

5. Modern slavery risks are considered and managed across GPC's entire operations and supply chain.
6. **Controlled operations:** GPC assess the risk of modern slavery within its directly controlled operations as low. This is based on:
  - A. our presence in jurisdictions such as Australia and New Zealand, which are regarded as low-risk modern slavery risk countries.
  - B. the nature of our workforce in Australia and New Zealand, which is covered by enterprise bargaining agreements (**EBA**), applicable modern awards or individual contracts where neither an award nor an EBA applies.
  - C. engagement with leading third-party payroll providers to ensure compliance with employment obligations.
  - D. GPC's observation that many of its domestic suppliers maintain compliance with modern slavery laws, including the *Modern Slavery Act 2018* (Cth), reducing the risk of such practices among Australian suppliers.
7. International supply chains present heightened modern slavery risks due to:
  - A. operations in countries with weaker labour protections;
  - B. downstream subcontracting, particularly in logistics and labour hire arrangements which include areas of low skill employment; and
  - C. product categories involving apparel, electronics, or raw material sourcing.
8. In an international context, GPC has identified that its most salient human rights risks are likely to be as follows:
  - A. labour rights (human rights) including forced or compulsory labour, wages and benefits, work hours and child labour;
  - B. freedom of association;
  - C. health and safety;
  - D. anti-discrimination;
  - E. anti-bribery and corruption; and

F. access to grievance mechanisms.

The above issues are routinely raised with suppliers to ensure that acceptable standards are satisfied and maintained.

#### **Criteria 4 – Description of Actions Taken to Assess and Address Risks**

9. GPC adopts a targeted, risk-based approach to identifying, managing, and mitigating modern slavery risks in our supply chain.
10. Our methodology includes location-based risk mapping, supplier tier analysis, and product category assessment. A desktop-based risk tool, developed in 2022, continues to be utilised to prioritise suppliers and identify those warranting further due diligence.
11. During the reporting period, GPC collaborated with more than 100 suppliers through the Informed 365 platform, a comprehensive online supplier portal designed to improve transparency throughout the supply chain, facilitate easy access to training materials, and enable reporting on risks related to modern slavery. To support these efforts, suppliers were asked to complete a detailed questionnaire aimed at helping to assess and report on potential modern slavery risks within their operations and supply chains. Approximately 80 suppliers participated by completing this questionnaire. Analysis of the responses indicated that 88% of these suppliers were categorised within a low to medium risk range for modern slavery, demonstrating a generally favourable risk profile, though ongoing vigilance remains essential. This proactive approach allows us to strengthen transparency, improve supplier engagement on ethical practices, and ensure ongoing compliance with relevant regulations and industry standards aimed at eradicating modern slavery.
12. GPC has implemented the following key practices to reduce exposure to modern slavery risks:
  - A. standard terms and conditions incorporate modern slavery compliance clauses;
  - B. supplier expectations communicated regularly and reinforced at supplier summits;
  - C. modern slavery considerations integrated into procurement processes;
  - D. ongoing social compliance audits aligned with the SA8000 Standard, administered by internal and external professionals; and
  - E. corrective action plans developed collaboratively with suppliers where issues are identified.
13. We continue to evolve our audit program to support long-term improvements and ensure supplier accountability through structured engagement.

#### **Criteria 5 – Description of How Effectiveness of Actions Is Assessed**

14. GPC uses both qualitative and quantitative measures to assess the effectiveness of its modern slavery program.
15. In the reporting year, 40 third-party social compliance audits were conducted across key supplier locations. Audit findings are categorised and addressed through our escalation and corrective action framework.
16. Key developments include:
  - A. refinement of our desktop risk tool to reflect emerging risk trends;
  - B. continued emphasis on indirect procurement risk assessments;
  - C. supplier training and engagement at summits and via formal correspondence\use of third-party audit outcomes to inform supplier relationship decisions; and
  - D. implementation of the use of Informed 365 tool to enhance our ability to identify, evaluate, and monitor potential modern slavery risks among our supply chain.
17. We will not knowingly maintain relationships with suppliers unwilling to address non-compliance. Our procurement strategy continues to favour partners committed to ethical labour practices.

#### **Criteria 6 – Process of Consultation**

18. This statement was prepared following consultation with relevant business functions across the GPC group, including legal, compliance, procurement, quality assurance, and supply chain teams. These subject matter experts provided insights into the actions taken to address modern slavery risks during the reporting period.
19. The Company Secretary of GPC, who also acts in that capacity for its related entities, contributed to the preparation and review of this statement.

#### **Criteria 7 – Other Relevant Information**

20. GPC remains committed to industry-wide collaboration and continuous improvement.
21. We are an active participant in the Australian Automotive Aftermarket Association (**AAAA**) and continue to use the Informed 365 platform to assess modern slavery risks.
22. As part of this engagement and as noted in paragraph 11 (above), we have collected Informed 365 Supplier Risk Index data from 80 suppliers across multiple countries, with risk levels ranging from 'low' to 'very high'. Many suppliers

assessed are in Australia, consistent with the approach to engage local suppliers to complete the risk questionnaire. Other countries represented include Canada, China, Germany, New Zealand, Singapore, Taiwan, Turkey, and the United States, with Turkey and China being identified at 'very high' and 'high' risk levels respectively.

23. Key insights from the supplier responses include the following:
- A. 87% of suppliers (46 out of 53) indicated that key stakeholders within their organisations understand the basic facts around modern slavery and the potential presence of such risks in their supply chains.
  - B. approximately half of suppliers have operational sites outside Australia (28 out of 55).
  - C. regarding assessment effectiveness, 43% (21 out of 49) currently monitor, measure, or assess their actions to address modern slavery risks, while another 14% plan to implement such measures within the next 12 months. However, 43% do not currently monitor or assess the effectiveness of their responses.
24. Additionally, GPC has oversight of 40 factory social audits conducted in manufacturing countries including China (28 audits), India (four audits), Thailand (two audits), and Taiwan (six audits). These audits support risk identification and mitigation efforts in the supply chain.
25. Notably, some suppliers have not supplied industry identification, resulting in certain 'blank' risk ratings. This highlights the ongoing challenges in obtaining complete data necessary for comprehensive risk assessment.
26. This information supports GPC's commitment to transparency and continual enhancement of modern slavery risk management, with tailored actions based on supplier risk profiles and audit outcomes.

#### Approval

27. This statement has been made in accordance with the *Modern Slavery Act 2018* (Cth). It is made on behalf of GPC and its related bodies corporate operating in Australia, as listed in Appendix A.
28. This statement has been approved by the directors of GPC Asia Pacific Holdings Pty Ltd (ACN 162 550 978) on 26 June 2025.

Signed for and on behalf of GPC Asia Pacific Holdings Pty Ltd by its directors



Rob Cameron  
Managing Director  
Group CEO



Julian Buckley Director  
Group Chief Financial  
Officer and Chief  
Operating Officer

**Appendix A — GPC entities (as at 31 December 2024)**

GPC ASIA PACIFIC PTY LTD	(ACN 097 993 283)
GPC ASIA PACIFIC GROUP PTY LTD	(ACN 123 768 936)
R&E AUTOS PTY LTD	(ACN 006 068 613)
COVS PARTS PTY LTD	(ACN 145 562 278)
RANCIO PTY LTD	(ACN 010 916 891)
AMX SUPERSTORES PTY LTD	(ACN 602 341 060)
MCLEOD ACCESSORIES PTY LTD	(ACN 010 831 071)
PARTS AUSTRALIA PTY LTD	(ACN 166 607 094)
RSP AUTOMOTIVE & INDUSTRIAL PTY LTD	(ACN 005 272 015)
SNATCH CLOTHING PTY LTD	(ACN 615 249 842)
SPARESBOX PTY LTD	(ACN 168 552 323)
ETAIL INVESTMENTS PTY LTD	(ACN 163 418 826)
BEARING SERVICE PTY LTD	(ACN 004 112 887)
BSC INDUSTRIAL PTY LTD	(ACN 154 303 152)
MOTION AUSTRALIA PTY LTD	(ACN 000 143 608)
HS COMPANY PTY LTD	(ACN 099 707 856)
MOTION ASIA PACIFIC PTY LIMITED	(ACN 007 595 977)
MOTION ASIA PACIFIC SERVICES PTY LTD	(ACN 106 493 565)
MOTION ASIA PACIFIC WHOLESALE PTY LTD	(ACN 000 191 257)
MOTION INDUSTRIAL SOLUTIONS PTY LTD	(ACN 001 560 443)
SEAL INNOVATIONS PTY LTD	(ACN 004 483 256)
THE BAYSET POWELL GROUP PTY LTD	(ACN 147 497 372)
MOTION FLUID POWER SOLUTIONS PTY LTD	(ACN 010 035 346)
ADELAIDE BELT AND HOSE DISTRIBUTORS PTY LTD	(ACN 008 194 376)
MALOLO PTY LTD	(ACN 000 119 157)
CAMPFIRE CREATIVE AGENCY PTY LTD	(ACN 628 001 847)
HYDRAULICS NETWORK PTY LTD	(ACN 107 989 462)
WITTENBAKER ENGINEERING SERVICES PTY LTD	(ACN 150 710 053)

AUTO PARTS GROUP PTY LTD	(ACN 065 899 176)
NTN-CBC (AUSTRALIA) PTY LIMITED (50%)	(ACN 000 936 667)

Not all of the entities listed are reporting entities in their own right