



# Modern Slavery Statement

Sydney City Volkswagen

East Automotive Pty Ltd

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**Reporting Period: 1 July 2024 and 30 June 2025**

## Introduction

In this Statement, unless expressly mentioned otherwise, references to the “**East Automotive**”, refers to East Automotive Pty Ltd.

This statement is submitted by East Automotive on its own behalf and sets out the actions taken by East Automotive during the reporting period (**Statement**).

East Automotive is incorporated in Australia.

East Automotive opposes slavery in all forms. East Automotive recognises the importance of protecting human rights and is strongly committed to seeking to ensure that their employees, customers, those who may be impacted by their activities and those within their supply chain operations are free from all forms of modern slavery.

## East Automotive Business Structure, Operations and Supply Chain

### Business Structure and Operations

East Automotive owns and operates automotive retail dealerships under the trading names: Sydney City Volkswagen, and Sydney City Skoda. East Automotive employed an average of 85 people over the reporting period and provides full-service facilities from its' premises in Botany, Sydney including the sale of new and used vehicles, service, parts, and the facilitation of consumer finance.



## Supply Chain

East Automotive's supply chain centres around the manufacture of motor vehicles and parts, and the transportation of the products it sells at East Automotive dealerships and workshop sites. East Automotive's supply chain includes:

- The procurement of motor vehicles and parts from overseas facilities where motor vehicles and parts are assembled;
- The procurement of transportation services from local contractors;
- The procurement of other services from local contractors (for example, labour hire, security, vehicle detailing, cleaning, and repair services).

## **Risks of Modern Slavery Practices in our Operations and Supply Chain**

East Automotive acknowledges that modern slavery risks may arise in both direct and indirect supply chains. Key risk areas identified during this reporting period include:

### Operational Risk

Our direct operations are based wholly within Australia, which is considered a lower-risk jurisdiction. However, risks may arise through:

- Use of unskilled or migrant labour in contracted services.
- Third-party recruitment practices.
- Outsourced cleaning, detailing, and security services.

### Supply Chain Risk

Higher-risk areas identified include:

- **Manufacturing:** Risks associated with global automotive manufacturing, including forced labour, excessive overtime, and unsafe working conditions, as identified in OEM modern slavery statements.
- **Migration Services:** Offshore labour recruitment where risks of recruitment fees, contract substitution, and coercion are elevated.
- **Service Procurement:** Industries such as cleaning, security, and branded goods procurement, which are recognised as higher-risk sectors for modern slavery due to vulnerable workforces.

## **Broader Risk Considerations**

East Automotive recognises that modern slavery risks may arise due to:

- Complex, multi-tiered global supply chains.
- Limited visibility over subcontracting arrangements.
- Reliance on overseas manufacturing partners.



## **Actions taken by East Automotive to address risks, including due diligence and remediation processes**

East Automotive is taking the following action to assess and address risks of modern slavery practices in its operations and supply chains:

- Reviewed modern slavery statements of major suppliers, including OEM partners.
- Continued rollout of supplier questionnaires to identify potential risk indicators.
- Requested additional information from suppliers when/if risks were identified.
- Included modern slavery compliance expectations in supplier engagement processes.
- Partnered with a Registered Migration Agent and specialist recruiters to ensure offshore labour recruitment is free from recruitment fees and coercive practices.
- Ensured migrant workers are not charged recruitment fees and retain control of their identity documents.
- Maintained a dedicated internal working group responsible for modern slavery compliance, risk assessment, and policy oversight.
- Reviewed issues raised through internal reporting channels, including the Whistleblower Protection Policy.
- Delivering modern slavery awareness training
- Providing targeted training to employees involved in procurement and recruitment.
- Maintaining anonymous reporting channels for employees and third parties to raise concerns.
- Established a process for investigating and responding to modern slavery concerns, including escalation pathways and remediation steps.
- Confirmed that no substantiated modern slavery incidents were identified during the reporting period.
- Maintained and updated key policies, including:
  - Modern Slavery Policy.
  - Whistleblower Protection Policy.
  - Code of Conduct.

## **How East Automotive assess the effectiveness of actions**

East Automotive is committed to continuously improving its approach to modern slavery risk management. During this reporting period, we assessed effectiveness through:

- Monitoring supplier responses to modern slavery questionnaires.
- Reviewing training completion rates.
- Evaluating the adequacy of internal reporting mechanisms.
- Conducting an annual senior management review of modern slavery risks and actions.
- Tracking improvements in supplier transparency and engagement.

We acknowledge that measuring effectiveness is an ongoing process and will continue to refine our approach.



## **Process of Consultation with East Automotive**

Monthly management meetings with reporting entities provide an opportunity to report on and review relevant issues or concerns with any suppliers.

East Automotive is committed to continuous improvement with respect to its supply chain and recognises that our company has a global supply chain that exposes it to risks that it may be linked to modern slavery practices through its suppliers.

This statement was approved by the board of East Automotive Pty Ltd.



Darryl Pribut  
Dealer Principal

