

# Autosports Group Limited

## MODERN SLAVERY STATEMENT

2022

## 1. Introduction

Autosports Group Limited and its subsidiaries (**Autosports Group**) opposes slavery in all its forms. This statement describes the steps we took during the financial year ending 30 June 2022 to seek to minimise the risk of modern slavery occurring in our business and supply chains.

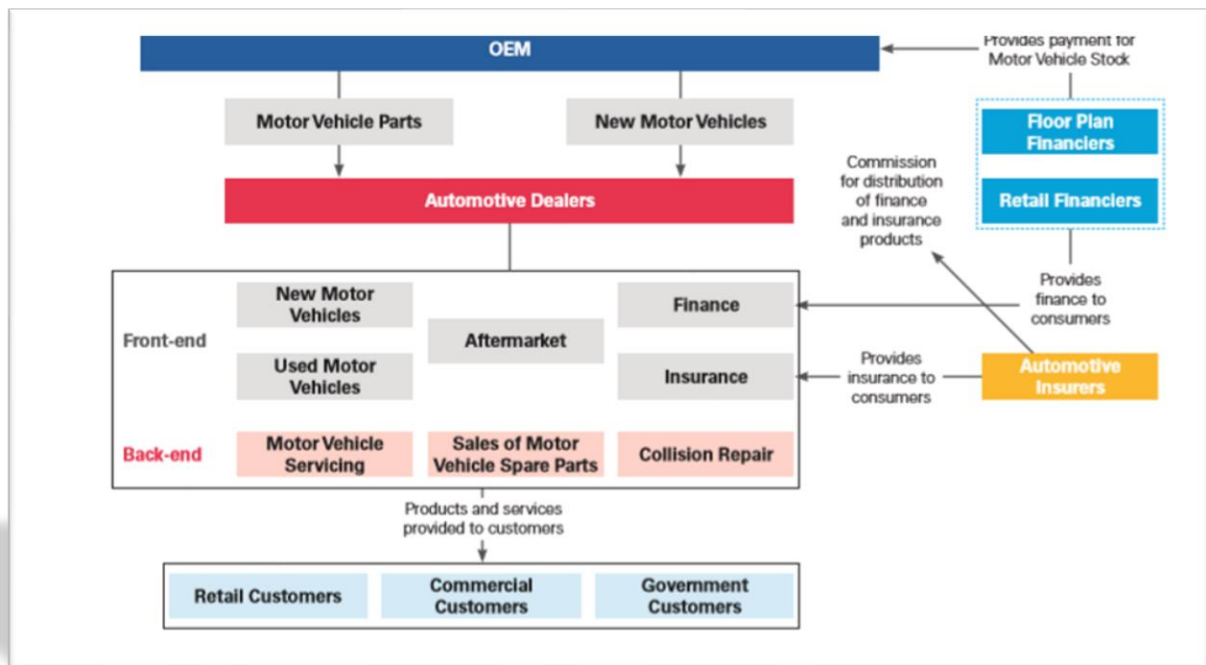
## 2. Our Structure, Operations and Supply Chains

Autosports Group is an Australian business specialising in the sale of luxury motor vehicles, vehicle servicing and repairs, parts retailing and wholesaling and collision repair.

Autosports Group was established in 2006 and listed on the Australian Securities Exchange in 2016.

Autosports Group comprises 18 wholly-owned subsidiaries which operate 55 businesses across Queensland, New South Wales and Victoria. Our supply chains include the following goods and services: vehicles and parts, consumables such as oil, fuel, paint and lubricants, logistics and transport services, car washing and detailing services, sublet, recruitment services, marketing and printing services, cleaning, storage and waste disposal services, professional services, finance products, insurance, property rental and vehicle storage, information technology, telecommunication products and services, coffee, food and beverage, gift hampers and office supplies.

## 3. Overview of the Australian Automotive Dealership Industry



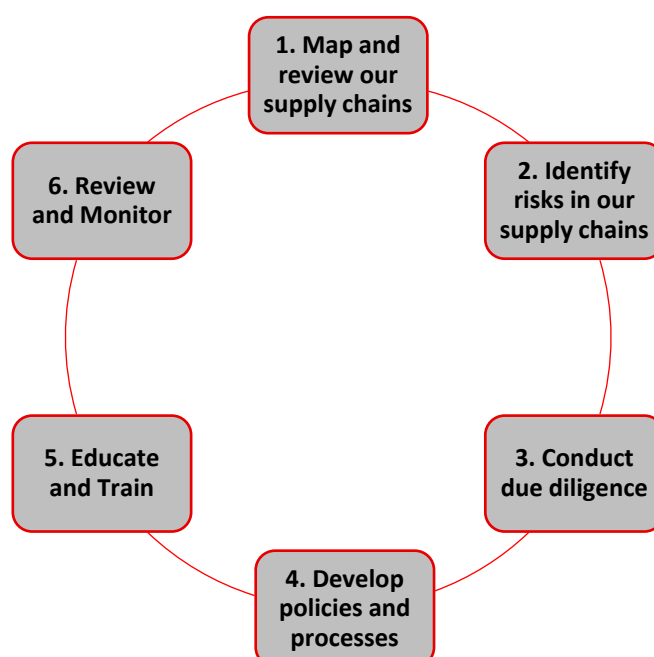
#### 4. Approach to modern slavery

The Board approved a Modern Slavery Plan in respect of the FY22 reporting period to focus the Group's enquiries and engagement with its stakeholders. Management reported to the Audit & Risk Committee throughout the year in relation to the Group's progress with the Modern Slavery Plan. Once again, the Board was responsible for approving modern slavery-related policies, such as this statement.



#### 5. FY22 Modern Slavery Plan

The key steps of our modern slavery plan are set out below.



## **6. Potential Risks of Modern Slavery in our Supply Chains**

The risks of modern slavery practices means the potential for an entity to cause, contribute to, or be directly linked to modern slavery through its operations and supply chains – in other words the risk that an entity may be involved in modern slavery. Our risk profile indicates that risks of modern slavery are more likely to occur further down the supply chain at Autosports Group.

Our focus in FY22 was on Telecommunications and Information Technology suppliers. Most of our suppliers are based in Australia. In the provision of professional services the risk of modern slavery is low. For those suppliers using overseas labour, the labour is based mainly in the Philippines and India which are medium-risk countries as per the Global Slavery Index 2018. However, they have performed their own due diligence and determined that their use of this labour is a low risk since these workers are highly skilled and paid in accordance with labour laws.

The COVID-19 pandemic has increased the risk of modern slavery due to business changes resulting from changing public health regulations. The impact on suppliers is that their services may not be required (if not on a fixed contract) which could increase the risk of modern slavery if a supplier is not generating as much income as it once did. Conversely, for suppliers that have experienced a higher-than-normal demand could result in their workers working excessive hours.

## **7. Due Diligence and Remediation**

During the reporting period we undertook due diligence enquiries with of our telecommunications and information technology suppliers.

We reviewed our supply chain mapping, existing contracts and asked our suppliers in the focus areas to complete a due diligence questionnaire. The questionnaire asked questions about the supplier's awareness and procedures in relation to modern slavery risks.

Autosports Group provides employees, suppliers and their families with a confidential, independent whistleblowing service that is accessible 24/7, 365 days which can be used to report suspected cases of modern slavery.

Our remediation guidelines set out how Autosports Group will respond to a suspected case of modern slavery. The guidelines acknowledge that there is no one size fits all approach to remediation as each matter is unique and should be handled in a way that is proportionate to the harm and puts the victim first. Autosports Group has a Modern Slavery Team responsible for handling complaints or suspected instances of modern slavery.

## **8. Our policies and procedures**

Autosports Group reviewed its Supplier Code of Conduct which is available on our website and sets the minimum standards expected of our suppliers. Our legal team maintains a suite of contract clauses which can be used when contracting with new suppliers. Our supplier on-boarding questionnaire helps us to assess the risks or issues associated with the supplier prior to contracting with them. The on-boarding questionnaire addresses matters relating to modern slavery, privacy, cybersecurity and environmental matters. Suppliers are asked to comply with the Group's Supplier Code of Conduct.

Our employee on-boarding procedures flag potential modern slavery risks through an on-boarding questionnaire. Autosports Group maintains a number of policies that support the Group's efforts in addressing modern slavery risks. Our Whistleblower Policy, Grievance Policy, Code of Conduct and Communications Policy all address modern slavery risks. These policies are reviewed and approved by the Board periodically.

## 9. Education and training

In respect of our FY22 Modern Slavery Plan, we released refresher modern slavery training to existing employees and inducted new employees from recent business acquisitions. The training explained the different forms of modern slavery and relevant examples of how they could occur in the workplace and supply chains. The training helps employees to identify different forms of modern slavery and highlighted the Group's external whistleblowing platform as a mechanism to anonymously report potential instances of modern slavery.

A consultation process with our wholly owned subsidiary businesses was undertaken to draft this statement. Autosports Group businesses have adopted a risk-based approach to modern slavery due diligence and have primarily focused its modern slavery compliance obligations in regard to its direct employees and tier one supply chains.

Autosports Group has assessed the effectiveness of its action in FY22 by reference to improved stakeholder awareness. Responses to due diligence enquiries were collected through an online form and through telephone interviews. Autosports Group's employee training and due diligence questionnaires were particularly effective at raising awareness of modern slavery risks amongst our employees and suppliers within the selected focus areas.

The Board has adopted a Modern Slavery Plan for FY23 which will continue to build on the work done in FY22.

This Modern Slavery Statement was approved by the Board on 22 August 2022.



James Evans  
Chairman



Nicholas Pagent  
CEO