

# Autosports Group Limited

## MODERN SLAVERY STATEMENT

2020

## 1. Introduction

Autosports Group Limited and its subsidiaries (**Autosports Group**) oppose slavery in all its forms. This statement describes the steps we took during the financial year ending 30 June 2020 to seek to minimise the risk of modern slavery occurring in our business and supply chains.

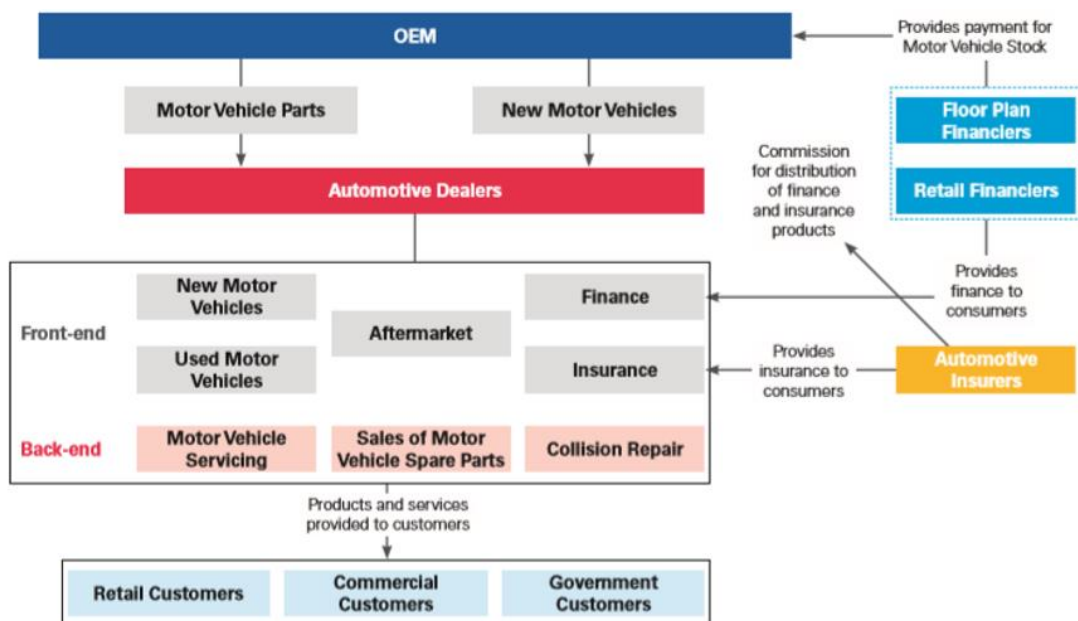
## 2. Our Structure, Operations and Supply Chains

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.

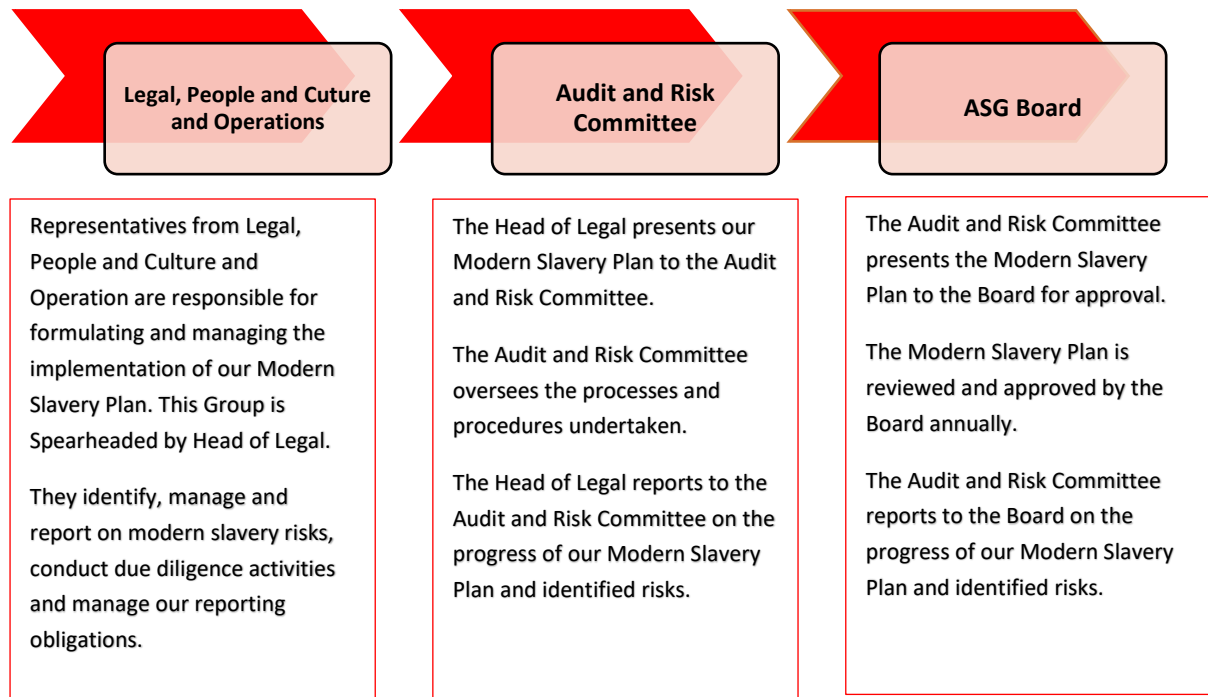
Autosports Group comprises 16 wholly-owned subsidiaries which operate 50 businesses across Queensland, New South Wales and Victoria. Our supply chains include the following goods and services: vehicles and parts, consumables such as oil, fuel, paint and lubricants, logistics and transport services, car 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



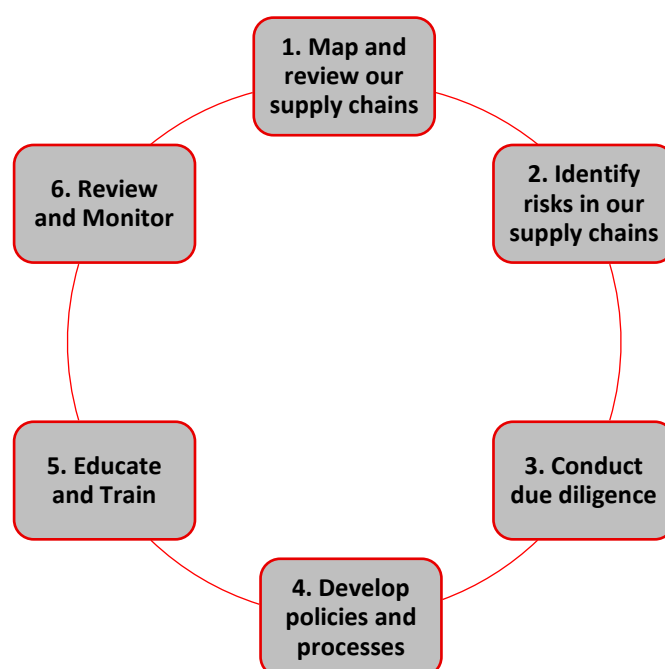
#### 4. Approach to modern slavery

The Board approved a Modern Slavery Plan in respect of the FY20 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. The Board was responsible for approving modern slavery-related policies such as the Supplier Code of Conduct and this statement.



#### 5. FY20 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 FY20 was on our highest value suppliers, namely our vehicle manufacturers (OEMs) and higher risk sectors such as cleaners, car washers and detailers. In the case of OEMs, the risk of modern slavery is likely to occur in subsequent tiers of supply, however, this risk is mitigated by OEMs having their own anti-slavery policies and procedures in place. Cleaners, car washers and detailers work in a high-risk sector that can often involve the use of unskilled and temporary labour and foreign workers.

The COVID-19 pandemic has increased the risk of modern slavery due to business closures and suppliers to those businesses not being required (if not on a fixed contract) and changes in working hours with some workers being required to work more than usual.

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

During the reporting period we undertook several due diligence enquiries.

Through a consultation process with various managers, the Group's supply chains were mapped.

We reviewed 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. For larger suppliers, we collected copies of modern slavery statements they prepared. We also checked our payroll records for instances of multiple employees living at the same address.

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.

We adopted remediation guidelines that 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 appointed a Modern Slavery Team responsible for handling complaints or suspected instances of modern slavery.

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

Autosports Group developed a Supplier Code of Conduct which is available on our website and intended to set the minimum standards expected of our suppliers. Our legal team has developed a suite of contract clauses which can be used when contracting with new suppliers. We have developed a supplier on-boarding questionnaire to help assess the risks or issues associated with the supplier prior to contracting with them. This process will be rolled out in FY21.

Our employee on-boarding procedures were updated to flag potential modern slavery risks. 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 were all updated to address modern slavery risks. These amendments were reviewed and approved by the Board.

## **9. Education and training**

Our legal team provided training to managers across the business that are involved in procurement.

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 actions in FY20 by reference to stakeholder awareness. Autosports Group's manager training and due diligence questionnaires were particularly effective at raising awareness of modern slavery risks amongst our managers and suppliers within the selected focus areas.

## **10. Next steps**

The Board has adopted a Modern Slavery Plan for FY21 which will build on the work done in FY20.

This Modern Slavery Statement was approved by the Board on 27 August 2020.



**Thomas ('Tom') Pockett**  
Chairman



**Nicholas Pagent**  
Chief Executive Officer