

ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

This policy provides guidelines for all directors, officers, employees, contractors, visitors, third party representatives and suppliers and serves as a guide as to how we conduct business locally and globally.

The primary objective of this policy is to maintain our commitment to human rights by ensuring all business is conducted according to the highest ethical, professional and legal standards in a fair, open and honest manner.

The key features of the **Anti-Slavery & Human Trafficking Policy** are:

1. We are committed to eradicating human rights abuses and instances of modern slavery and have a **zero tolerance approach** to all forms of modern slavery within our business and supply chain.
2. We are committed to acting ethically and with integrity in all our business dealings and relationships and endeavour to ensure that all directors, officers, employees, contractors, visitors, third party representatives and suppliers (collectively known as “Personnel”), comply with all applicable laws such that we:
 - a) do not use any form of forced, compulsory bonded or involuntary labour;
 - b) provide that all work is freely chosen and the working conditions are safe and fair, for all Personnel;
 - c) ensure that no worker is required to provide money as a condition of their employment and workers are allowed to maintain control of their identification documents; and
 - d) ensure that no child labour is employed, in line with minimum age laws, within the countries that it operates.
3. We endeavour to promote transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2018 (Cth).
4. **What is modern slavery?** Is conduct that constitutes a deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. Examples include:
 - a) Slavery;
 - b) Servitude;
 - c) Forced and compulsory labour, including child labour; and
 - d) Trafficking in persons.
5. **What is human trafficking?** Is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit. Traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick or coerce their victims.
6. We will regularly educate and train all relevant personnel so that individuals can recognise modern slavery practices and promptly take the necessary and appropriate steps to report any breaches or suspected breaches of this policy, to their manager, HR representative, Autocare’s internal legal team or the Company’s reporting hotline, **Stopleveline**.
7. Breaches of the Anti-Slavery & Human Trafficking Policy will be investigated and if substantiated may result in disciplinary action up to and including termination of employment and criminal charges.

A handwritten signature in black ink, appearing to read "John Murray".

John Murray | Executive General Manager – Autocare Services