

OUR COMMITMENT TO ELIMINATING MODERN SLAVERY

Overview

This document confirms MaxiPARTS' position against forced labour, unlawful child labour or exploitation, human trafficking and other conduct that is defined as "Modern Slavery" by the Modern Slavery Act 2018 (Cth) (**Modern Slavery**).

This policy applies to all companies, employees and officers of and within the group that is controlled by MaxiPARTS Industries Ltd (**MaxiPARTS**).

Our Commitment

MaxiPARTS is committed to being honest, forthright and ethical in all of our dealings. Accordingly we commit to:

- Assessing and monitoring the risks of, and in a manner that is commercially sustainable for our business, taking action to eliminate, Modern Slavery in our business and our supply chain.
- Taking practicable steps to ensure that all employees and officers of MaxiPARTS do not, and our supply chain does not, by act or omission, engage in Modern Slavery. This commitment will be actioned by various means on an ongoing basis including through training and awareness raising, putting contracts in place that require anti-slavery compliance from suppliers and their supply chain and clearly communicating expectations to our supply chain and encouraging honest two-way engagement.
- Maintaining an external, independent reporting service for staff, suppliers and other persons to report any circumstance of Modern Slavery to us.
- Taking steps to remediate any occurrence of Modern Slavery in our business or supply chain. We will respond in a way that is most appropriate to the circumstances, always with the aim of acting in the best interests of any suspected victim. Where we can, we will work with the supplier that caused the harm to prevent it happening again and to ensure that appropriate redress is made to any victim. We will generally only terminate a supplier relationship if the supplier refuses to address the issue and there is no real prospect of change.
- Continuous improvement in respect of our efforts under this policy.

Breaches

All suspected or known breaches of the principles outlined in this document will be confidentially investigated and appropriate action taken. Employees who do not comply with these principles outlined in this document may face disciplinary action, up to and including termination.

Further Information

For further information, contact MaxiPARTS' General Counsel.



Peter Loimaranta
Managing Director
February 2022

Related Documents

MaxiPARTS Code of Practice
MaxiPARTS Speaking Up Policy

MaxiPARTS may vary, revoke or replace this policy from time to time. This policy does not form part of any employment contract but directions in the document must be followed by employees.