



Policy Name:	Employment of Family Members Policy
Attention:	All LSH Group Australia Employees
Version:	1.0
Last Reviewed:	1 July 2026
Effective From:	1 July 2026
Approved By:	GCEO / Corporate Review / MD

Employment of Family Members Policy

1. Purpose

LSH Group Australia is committed to a policy of employment and advancement based on qualifications and merit and does not discriminate in favour of or against employment of family members.

2. Scope

This Policy applies to all employees and contractors of LSH Group Australia.

3. Policy

- 3.1 LSH Group Australia will consider a member of an employees' immediate family for employment if the applicant possesses all the qualifications for employment for the position.
- 3.2 An immediate family member may not be hired, however, if the employment would create either a direct or indirect supervisor/subordinate relationship with a family member or create an actual conflict of interest or the appearance of a conflict of interest. These criteria will also be considered when assigning, transferring or promoting an employee.
- 3.3 For the purpose of this policy, "immediate family" includes the employee's spouse, parent, brother, sister, children and in-laws and any member of the employee's household.
- 3.4 Employees are required to declare if any of their immediate family members are working in the LSH Group Australia by completing the "Declaration of Employment of Immediate Family Members" (please find below) and submitting it to their direct supervisor.
- 3.5 Employees who marry or become members of the same household may continue employment as long as there is not a direct or indirect supervisor/subordinate relationship between the employees or an actual conflict of interest or the appearance of a conflict of interest.
- 3.6 Should one of the above situations occur, LSH Group Australia will attempt to find a suitable position within the Company to which one of the affected employees may



transfer. If the accommodations of this nature are not feasible, the affected employees will be permitted to determine which of them will resign.

- 3.7 All employment of immediate family members will require the approval of the CEO of LSH International Ltd (LSHI).



LSH Group Australia

Declaration of Employment of Immediate Family Members

This form should be completed by a member of staff who wishes to declare an immediate family relationship with another colleague in the LSH Group Australia.

General Information:

Employee's Name: _____

Job Position: _____

Company: _____

Name of Family Member	Relationship	Family Member's Job Position	Family Member's Work Location

Declaration: I affirm that the foregoing information with respect to employment relationship with family members is, to the best of my knowledge, accurate and complete.

Employee's Signature

Date

Accepted by:

Dealer Principal/General Manager
Date

Head of HR AUS
Date

Managing Director AUS
Date

CEO, LSHI
Date