

Reflect Reconciliation Action Plan



September 2025 – September 2026





Acknowledgement of Country

In the spirit of reconciliation, SG Fleet acknowledges the Traditional Custodians of the land on which we live and work throughout Australia and their continuing connection to land, sea, and community.

We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

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Artwork Credit

Healing and Sharing by Tevita Fonua is featured throughout this Reconciliation Action Plan. The artwork speaks to the strength found in healing and cultural exchange, highlighting the power of storytelling, listening, and relationship. It reflects the ongoing nature of reconciliation: an evolving journey shaped by honesty, reciprocity, and connection.

We thank Tevita for sharing this powerful work to support our commitment to building meaningful relationships with First Nations peoples.





Our Partnership With YarnnUp: First Nations Consultants

SG Fleet is proud to partner with *YarnnUp* in the development, endorsement, and implementation of our first Reflect RAP, reinforcing our ongoing commitment to reconciliation.

YarnnUp is a First Nations-led agency specialising in engagement, strategy, and design. Headquartered in South Eveleigh, NSW, YarnnUp supports organisations working towards active reconciliation by providing the knowledge, skills, and strategic direction needed to create authentic change.

Through policy reform, cultural transformation, training, and creative storytelling, YarnnUp helps organisations embed First Nations knowledge into their structures and initiatives. Their expertise ensures reconciliation efforts move beyond compliance to create meaningful, community-led impact that drives lasting social and cultural change.



A Message From Our Chief Executive Officer

I look forward to the implementation of SG Fleet's first Reconciliation Action Plan (RAP).

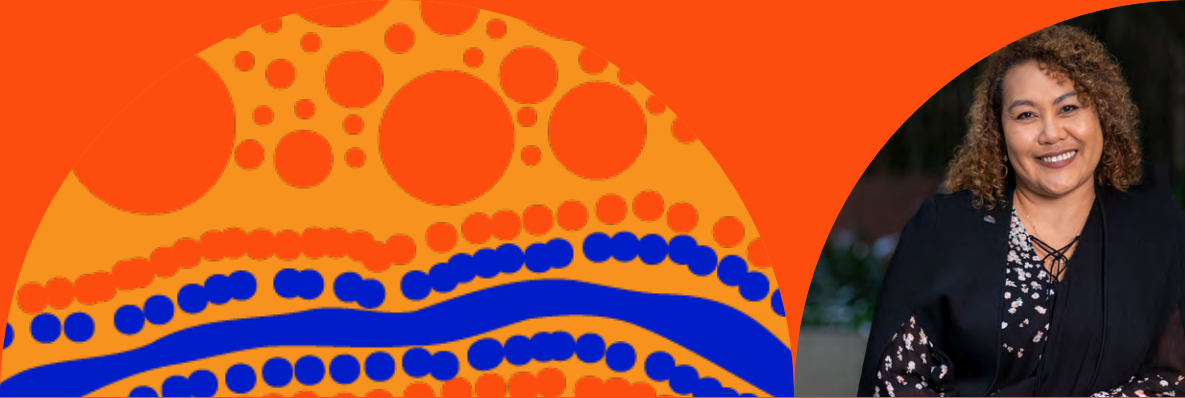
Our Reflect RAP will build on our company's established culture of respect, inclusion and diversity to make a meaningful and lasting contribution to a socially and economically equitable future for all, including First Nations peoples. As an organisation, we are deeply conscious of the responsibility we have towards the communities in which we operate, and it is our firm intention to make a positive contribution by applying our expertise wherever possible.

The strong commitment of our people to sound ethical behaviours has been one of the pillars of SG Fleet's success and our aim is to embed our reconciliation efforts into our existing ESG frameworks to further strengthen the positive impacts we create for our stakeholders.

Building the right perspective amongst our leadership teams and people will be a crucial contributor to that and it is our intention to foster dialogue and learning about the culture and history of First Nations peoples. A better understanding and respect of that culture will ensure our RAP can achieve meaningful and sustained outcomes and build the foundations of genuine change.

The launch of SG Fleet's Reflect RAP is an important step in the journey of our company and our people towards a better and more inclusive future.

Robbie Blau
Chief Executive Officer



A Message From Reconciliation Australia CEO

Reconciliation Australia welcomes SG Fleet to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

SG Fleet joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables SG Fleet to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations SG Fleet and welcome to the RAP program, I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our Business

SG Fleet Group Limited (SG Fleet) is an Australia-headquartered company providing integrated mobility solutions, including fleet management, vehicle leasing, and salary packaging services.

We pride ourselves on the experience gathered over more than 35 years, as well as our innovative mindset. We trace our origins back to 1988 and have since evolved significantly through acquisitions and organic growth. The SG Fleet brand was officially unified in 2008.

Our purpose is to solve our customers' mobility needs and aspirations.

We manage more than 270,000 vehicles worldwide and provide expertise in the management of complex fleet solutions for corporate and government customers, including:

- Passenger and commercial vehicle operating leases, finance leases, and fleet management services
- Passenger vehicle novated leases and consumer finance for individuals
- Insurance products relating to leased and managed vehicles
- Disposal of passenger and commercial vehicles
- Other mobility solutions, including car share and subscription services
- Other vehicle-related services, such as mobility and EV consulting, and repairer portals

Our Business



Innovation is central to our business operations and we invest in new technologies and business models to provide state-of-the-art services to our customers. Our various fleet management tools and solutions, such as Fleetintelligence, Bookingintelligence, Inspect365, and eStart, have helped establish us as the leading provider of fleet management and leasing solutions in Australia.

Today, we operate in Australia, New Zealand, and the United Kingdom, with our head office located in Pymble, on Guringai land, Sydney.

We have a national presence, with offices in ACT, New South Wales, Queensland, South Australia, Western Australia, Tasmania, and Victoria.

Across our Australian operations, we have over 1,100 staff, including three staff who identify as Aboriginal and Torres Strait Islander peoples. We gather this information through our onboarding process, where staff volunteer information around their cultural background. When new staff are onboarded they are asked what background they are. There is an option for people to state 'I prefer not to say'.

Our workplace culture centres around our core values of Innovation, Collaboration, Excellence, and Trust. These values create a supportive, positive, and dynamic environment and a framework for our everyday business interactions and decisions. Our Environmental, Social, and Governance (ESG) and Corporate Social Responsibility (CSR) strategies are closely aligned with these values, creating a cohesive and holistic approach to sustainable business practices. This drives the creation of long-term value for all our stakeholders while prioritising social, environmental, and ethical responsibilities.

Central to this will be reconciliation as a cornerstone for our business to help drive progress and change across our workplace and industry.



Our Vision For Reconciliation

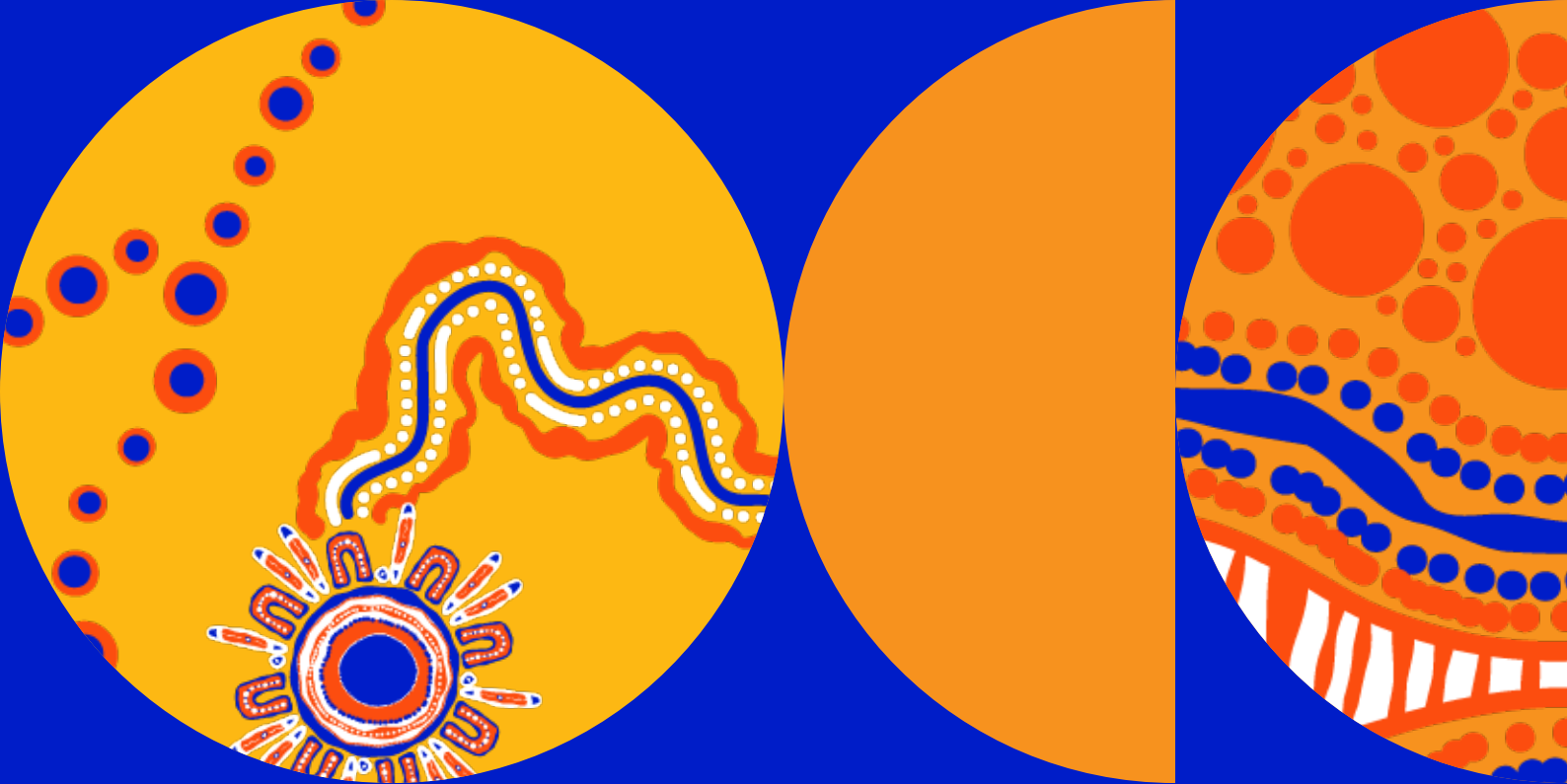
Our vision is to help build a future of social and economic equity for Aboriginal and Torres Strait Islander peoples across our workplace, in the communities in which we operate, and in our sphere of influence.

Our hope for reconciliation is that First Nations peoples and cultures will become an honoured and respected part of the broader Australian culture. We want to facilitate an open dialogue that supports healing, deepens relationships, and raises awareness of the rich history and culture of First Nations peoples.

Across our workplace, we aspire to build on our culture of diversity and inclusion, to foster unity, respect, equality, and equity for Aboriginal and Torres Strait Islander peoples. Through dialogue, engagement, and learning opportunities, we hope to promote positive race relations and understanding.

As this is the start of our reconciliation journey, we see a more diverse and inclusive organisational culture and strong, respectful relationships with First Nations peoples as the focus for this Reflect RAP and the building blocks to realising our vision.

We envisage a future where we can help make a measurable and direct impact to First Nations peoples and communities through opportunities in employment and procurement.



Our Journey Towards Reconciliation

As we begin our journey, we are buoyed to observe well-intentioned actions and initiatives that demonstrate our willingness to drive change and contribute to reconciliation.

While many initiatives have merit, we are mindful that some are inconsistent and piecemeal across our business, underscoring the value of this RAP to take us forward.

Our motivation for this RAP is to formally embed our reconciliation efforts into our workplace to ensure our actions are sustained, meaningful, and well-intentioned through our journey. This RAP provides us with a public point of accountability to drive change and commit our intentions to our employees, stakeholders, and communities in which we operate. We are optimistic for the future and as a national business and leader in our field, we want to make a difference to the fabric of Australia, both now and in the future.



Our Journey Towards Reconciliation



Organisational frameworks

Shaped by our values and organisational frameworks, this initial step in our journey underscores our commitment to reconciliation and our vision for meaningful progress. We believe that a diverse and engaged workforce, nurtured through our Diversity & Inclusion pillar within our ESG framework, is essential for providing excellent service and fostering sustainable growth built on respect and understanding for all. A diverse team is a stronger team.

We proudly embrace the cultural diversity of our employees, whose background spans 60 countries, spread over six continents, with 66 official languages, and representing 70% of the world's population. We constantly engage with our staff through e-learning modules on discrimination and equal employment opportunity and celebrate events recognising diversity such as Diwali, Harmony Week, and Pride Month. We have also established a Women's Network.

Our staff are familiar with our ESG Statement, Diversity Policy, Code of Conduct, and ESG frameworks. Leading our future focus for ESG is our ESG Committee, which ensures we build the right perspective among our senior leaders for reconciliation and align our ESG values across the organisation as a whole to take full advantage of the strong commitment of our people to sound ethical behaviours.

Celebrating culture

At SG Fleet, we show an awareness of First Nations peoples and cultures through cultural protocols and the celebration of various cultural events. We integrate a Welcome to Country at offsite conference events and we made an Acknowledgement of Country Guide available to all staff on our digital platforms in 2023 to further awareness and understanding.

Our cultural activities calendar now includes important cultural dates such as NAIDOC Week. This year, we advertised the celebration of NAIDOC Week on our internal intranet, the Hub, in an effort to encourage our employees to learn more about the culture and history of First Nations peoples. We invited employees to review and attend some of the local events in their area to support and connect with their local Aboriginal and Torres Strait Islander communities.

In July 2024, we were proud to be a major sponsor of the Future Women's Leadership Summit and attend their NAIDOC Week breakfast panel in Melbourne. This important event showcased a panel of First Nations women discussing and reflecting on the 2024 theme: "Keep the Fire Burning! Black, Loud and Proud." The event helps amplify First Nations voices and creates an opportunity for all attendees to listen, learn, and engage in meaningful dialogue on the world's oldest living culture.

Our Journey Towards Reconciliation



Supporting employment and procurement

We are committed to furthering wherever possible the cause of Aboriginal and Torres Strait Islander peoples in the geographies in which we operate. We have advertised employment vacancies on OurMob, recognising the reach culturally appropriate employment platforms have for First Nations peoples. This reflects our inclusive hiring practices to foster diversity and ability to attract, retain, and develop the best talent, create an engaged workforce, deliver the highest quality of service to customers, and achieve sustainable growth.

Through a partnership with Macquarie University, we are able to capture early career graduates for open vacancies at SG Fleet and provide employment pathways. Macquarie University has a very well-established Department of Indigenous Studies offering undergraduate and postgraduate studies as well as a centre for global Indigenous futures which works to foster and strengthen research with and for Indigenous peoples.

SG Fleet has an informal business partnership to capture early career graduates for open vacancies at SG Fleet. The University's Walanga Muru program, a Darug language name meaning 'follow your path', helps to empower First Nations students and support workforce development by improving employment and career outcomes. Walanga Muru works across a wide range of industries and sectors with companies such as SG Fleet to fill vacancies and provide cadetships and internships.

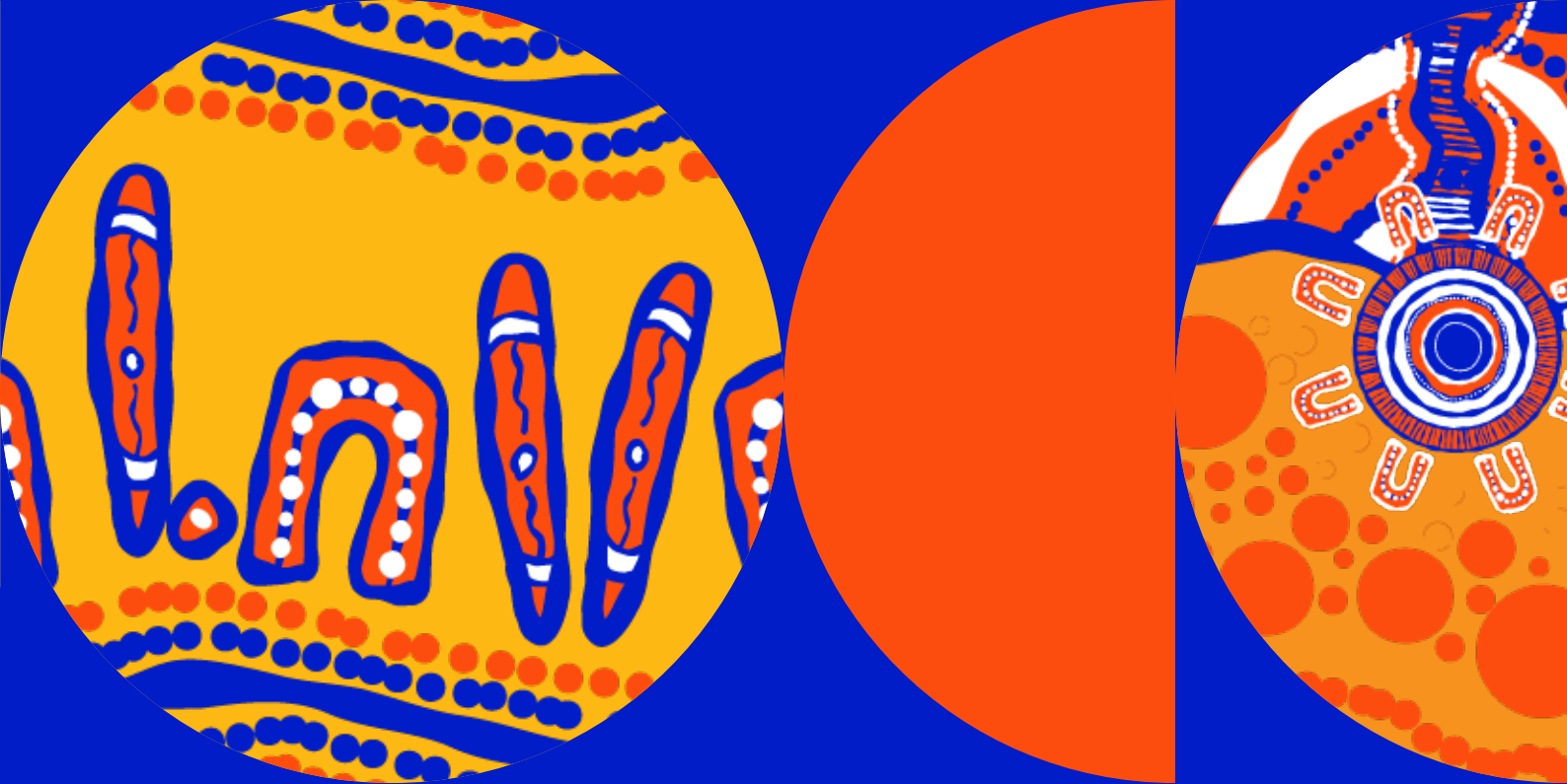
We are proud of our relationship with the JUNO Institute, providing pathways for disadvantaged and marginalised members of the community in Victoria.

Through our support for the Institute's award-winning JUNO 'Passport to Work' program, we are helping disadvantaged and marginalised members across communities in Melbourne, including Culturally and linguistically diverse (CALD) and First Nations peoples, with a specific focus on the long-term unemployed, to move forward into employment and/or education.

We also work with GradConnection, a platform that connects students and graduates with job opportunities, including First Nations peoples. Their expertise in helping organisations bring together targeted internship recruitment campaigns for Aboriginal and Torres Strait Islander peoples is invaluable to our recruitment campaigns.

We are a member of Supply Nation and actively support First Nations business ventures. As part of the tender process, our procurement staff check the Supply Nation Membership list for any relevant suppliers and invite Aboriginal and Torres Strait Islander businesses to tender. In 2023, SG Fleet sourced and purchased over 1,000 customer Christmas Gifts from Warndu Pty Ltd, with a spend of over \$110,000.

Recently, we have observed a decline in our spend through Supply Nation, prompting us to find more ways to support First Nations organisations and communities beyond relying on one organisation. This also underscores our formal commitment to reconciliation to contribute to the social and economic wellbeing of First Nations peoples beyond procurement and employment.



Our Reconciliation Action Plan

At SG Fleet, we want to lay the foundation for genuine, lasting change.

On our journey towards reconciliation, we will ensure our actions are meaningful, well-planned, and aligned with the direction of our company. Through this Reflect phase, we see a clear place for reconciliation within our overarching ESG Strategy, which we will articulate in our annual ESG Statements. We are excited to formally embed reconciliation into our workplace and contribute to meaningful change.

Cultural Learning

Our RAP will help us to continually improve across all facets of our business, beginning with our cultural awareness. We hope to build on our actions to date and further normalise Acknowledgements of Country wherever appropriate.

We can strengthen the cultural knowledge of our workforce through structured education for all staff through measures such as training and cultural immersion, to increase understanding and respect for the cultures and histories of Aboriginal and Torres Strait Islander peoples.

As an industry leader with a national presence, we can explore opportunities to identify, recognise, and engage with the Traditional Owners of the lands on which we operate. Understanding more about the First Nations communities in which we operate will bring a more genuine intent to celebrating First Nations cultural events. We can expand our celebration of NAIDOC Week to include an ongoing focus on learning and understanding throughout the year by recognising other important dates such as National Reconciliation Week (NRW), National Close the Gap Day, demonstrating our commitment to our Reflect RAP actions, and willingness to drive change.



Employment and procurement

We are well-placed to leverage our foundational commitment to diversity and inclusion to build an even more diverse workforce, across all levels. As well as being an equal opportunity employer, we hope to expand opportunities for First Nations peoples within our recruitment processes and position SG Fleet as a First Nations employer of choice for the future.

We can investigate a First Nations employment plan as best practice with a culturally inclusive recruitment process, supportive onboarding practices, improving flexible work arrangements, and targeted training. We can build on our actions to date and advertise through additional culturally appropriate advertising channels to attract more First Nations candidates. By engaging First Nations employment specialists, we can build diversity into our senior management and learn from other companies further along their journey towards reconciliation around best practice in human resources.

Initiatives such as internships, mentoring, and work experience can help build First Nations representation through entry level roles, helping to build a pipeline of talent. Ensuring there is First Nations representation on our Diversity, Equity & Inclusion (DEI) Committee can further strengthen our commitment to employment initiatives with a First Nations lens.

Community engagement

We firmly believe that we have a responsibility to the communities in which we operate, to give back and make a positive contribution wherever we can. As part of our Reflect RAP, we see opportunities to build relationships across the communities and states in which we operate with Local Land Councils, Elders, and community groups.

In line with our ESG Strategy, we can assess how our strengths can best help First Nations peoples, whether it be through financial support, charitable initiatives, staff volunteering, or the provision of goods or vehicles. Wherever possible, we look to how we can best utilise our strengths and deploy our mobility expertise to the advantage of organisations or individuals who have limited access to transport or to support road safety initiatives. Taking a First Nations lens to this approach will ensure our support can drive real change across our sphere of influence and make a difference to the lives of Aboriginal and Torres Strait Islander peoples.

We are confident we can build trust, nurture relationships, and make a difference to the lives of First Nations peoples through awareness, understanding, and focused action throughout our reconciliation journey. Our ongoing commitment will be a cornerstone of our approach to achieving long-term value and sustainable growth, with the knowledge that we can help close social and economic gaps for First Nations peoples.

Driving The RAP

We recognise reconciliation as a strategic priority, which we will integrate within the existing frameworks that are the foundation of our organisation's diversity, inclusion, and engagement. In order to drive real change, our leadership team will be at the forefront of our journey, modelling commitment and introducing actions and initiatives that speak to our intentions and vision.

This Reflect RAP has the full support of our employee and client base and we are committed to be at the forefront of change across our industry.

Championing our RAP will be Yves Noldus, Corporate Services and Investor Relations Executive. Our RAP Working Group (RWG) will be made up of staff from across the organisation, from entry level up to and including executive management, reflecting the diversity that we pride ourselves on. The RWG will meet monthly and will comprise staff members from each of the stakeholder groups responsible for completing action items. Reporting will be to the ESG Committee, with quarterly updates on progress in completing the action items.

Central to our ongoing success and guiding us through the RAP implementation phase will be YarnnUp, our formal external First Nations advisory partner. Their counsel, advice, and guidance on how best to engage with First Nations communities and organisations will be invaluable to ensure we are respectful and culturally sensitive in all our interactions.

RAP Working Group Members

Executive Sponsor

Laura McLaren
Chief Legal Officer

Champion

Yves Noldus
Corporate Services and Investor Relations Executive

Members

Melissa Griek
Procurement Specialist

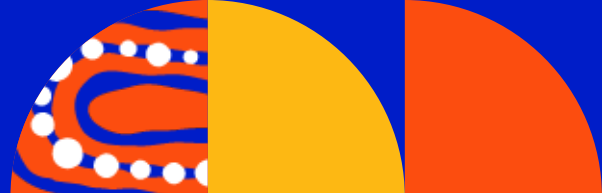
Jimmy Forsyth
Manager Human Resources Information System (HRIS) and Reporting

Winston Chu
Legal Council

Rhys Boord
Reception and Engagement Officer

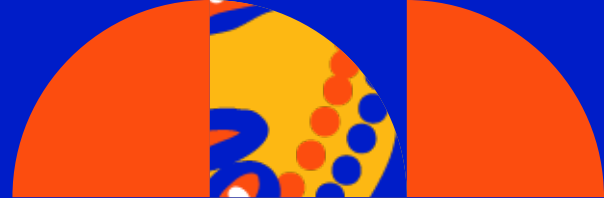
Lisa Kerr
Talent Acquisition Manager

Edward Prescott
Manager, Tenders and Sales Support



Action		Deliverables		Timeline	Responsibility
1	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1	Develop a list of Aboriginal and Torres Strait Islander organisations and peoples within our local community or sphere of influence	Jan 2026	Manager (HRIS) and Reporting
		1.2	Research best practice approaches that support partnerships with Aboriginal and Torres Strait Islander peoples	April 2026	Manager, Tenders and Sales Support
2	Build relationships through celebrating National Reconciliation Week	2.1	Introduce our team to National Reconciliation Week by circulating resources and materials	May 2026	Reception and Engagement Officer
		2.2	Have RAP Working Group members participate in external National Reconciliation Week events	27 May - 3 June 2026	Reception and Engagement Officer
		2.3	Encourage our team to attend at least one National Reconciliation Week event	27 May - 3 June 2026	Reception and Engagement Officer
3	Promote reconciliation and our RAP through our sphere of influence	3.1	Educate all staff on our reconciliation commitment and responsibilities within our RAP	September 2025	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive
		3.2	Identify and connect with other RAP organisations to collaborate on our journey	April 2026	ESG Project Coordinator
		3.3	Amend People & Performance onboarding documents to include reference to our RAP	April 2026	Talent Acquisition Manager
		3.4	Identify external stakeholders that our organisation can engage with on our reconciliation journey	April 2026	Lead: Manager, Tenders and Sales Support Support: Procurement Specialist
		3.5	Publish our Reflect RAP on our intranet for easy access by our team	September 2025	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive
4	Promote positive race relations through anti-discrimination strategies	4.1	Conduct a review of current People & Performance policies and procedures to identify any anti-discrimination provisions and future needs	June 2026	Manager (HRIS) and Reporting
		4.2	Research best practice and policies in areas of race relations and anti-discrimination	June 2026	Manager (HRIS) and Reporting

Action		Deliverables		Timeline	Responsibility
5	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning	5.1	Review current cultural learning and education to identify training needs required within the organisation	June 2026	Manager (HRIS) and Reporting
		5.2	Organise the delivery of workshops for internal cultural awareness	March 2026	Reception and Engagement Officer
		5.3	Develop a formal cultural learning strategy for increasing understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation	April 2026	Manager (HRIS) and Reporting
		5.4	Investigate and develop a better understanding of First Nations Knowledge Systems such as approaches to sustainability, a circular economy, community engagement, inclusivity, and diversity	March 2026	Reception and Engagement Officer
6	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	6.1	Recognise Aboriginal and Torres Strait Islander dates of significance through internal message boards, newsletters, specific events, and town halls	April 2026	Reception and Engagement Officer
		6.2	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational areas	July 2026	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive
		6.3	Develop and implement guidance to increase understanding of the purpose and significance of cultural protocols. This includes understanding the significance and reason for Acknowledgement of Country and Welcome to Country protocols	July 2026	Manager, Tenders and Sales Support
7	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	7.1	Raise awareness and share information about the meaning of NAIDOC Week	June 2026	Reception and Engagement Officer
		7.2	Introduce staff to NAIDOC Week by promoting external events in our local area	June 2026	Reception and Engagement Officer
		7.3	RAP Working Group to participate in external NAIDOC Week events	First week July 2026	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive



Action		Deliverables		Timeline	Responsibility
8	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	8.1	Research best practice strategy for increasing Aboriginal and Torres Strait Islander employment and retention within our organisation	March 2026	Talent Acquisition Manager
		8.2	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and development opportunities	March 2026	Lead: Talent Acquisition Manager Support: Manager (HRIS) and Reporting
9	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	9.1	Maintain Supply Nation membership	April 2026	Procurement Specialist
		9.2	Research effective procurement strategies in similar organisations or industries to understand best practice for our future First Nations procurement strategy	April 2026	Procurement Specialist



Action		Deliverables		Timeline	Responsibility
10	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	10.1	Maintain a RAP Working Group (RWG) to govern and implement RAP	Sept 2025, Dec 2025, March 2026, June 2026	Corporate Services and Investor Relations Executive
		10.2	Establish Aboriginal and Torres Strait Islander representation on the RWG	September 2025	Manager (HRIS) and Reporting
		10.3	Draft a terms of reference document for the RWG	September 2025	Corporate Services and Investor Relations Executive
11	Provide appropriate support for effective implementation of RAP commitments	11.1	Identify and define resource needs for RAP implementation	September 2025	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive
		11.2	Engage senior leaders in the delivery of RAP commitments	September 2025	Corporate Services and Investor Relations Executive
		11.3	Continue to engage with our appointed executive sponsor and review their progress and feedback	Sept 2025, Dec 2025, March 2026, June 2026	Corporate Services and Investor Relations Executive
		11.4	Define appropriate systems and capability to track, measure, and report on RAP commitments	October 2025	Corporate Services and Investor Relations Executive
12	Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally	12.1	Complete the annual RAP Impact Survey and submit to Reconciliation Australia	30 September 2026	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive
		12.2	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	July 2026	Corporate Services and Investor Relations Executive
		12.3	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 August 2026	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive
13	Continue our reconciliation journey by developing our next RAP	13.1	Review RAP based on achievements, challenges and lessons learned	May 2026	Corporate Services and Investor Relations Executive
		13.2	Register via Reconciliation Australia's website to begin developing our next RAP	May 2026	Lead: ESG Project Coordinator Support: Corporate Services and Investor Relations Executive



Contact

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