

Modern Slavery Statement 2021

Hinterland Motors Pty Ltd
TA Hinterland Toyota

Introduction

Hinterland Motors Pty Ltd TA Hinterland Toyota (ACN 010 478 341) and its subsidiary companies (Hinterland Group) oppose slavery and are committed to the rights and freedoms of all people.

Hinterland Motors recognises the importance of protecting human rights and ensuring our employees, our customers (guests) and those impacted by activities within our supply chain are free from all forms of modern slavery.

This is Hinterland Motors first Modern Slavery Statement and we acknowledge that further work is required to ensure that all modern slavery risks in our operations and supply chains are identified, managed, and eliminated.

Our Structure, Operations, and Supply Chain.

Hinterland Toyota is a well-established local privately owned company that has been proudly serving the Gold Coast for over 20 Years.

We employ over 300 staff over three great locations:

Robina, Nerang & Beaudesert.

Early 2021 we welcomed our Beaudesert Dealership to the Hinterland Family and extended our scope of motoring care from the Gold Coast to the Greater Scenic Rim Community.

Within our three operations nearly all of Hinterland Toyota's body of staff are employees on a Permanent basis with the company, with a large portion of staff sitting on a tenure of 5 years and over.

Having a strong foundation of permanent and long-term employees helps us to lower the risk of any forms of slavery across our internal network. Our employees play a huge role in the success of Hinterland Motors and our large database of repeat customers demonstrates the high levels in how we conduct our business.

At Hinterland Motors, we aim to act ethically and to hold ourselves accountable to the highest standards of fairness, honesty, integrity, and respect.

In line with Toyota, we follow the Toyota For Life Quality Standards as a framework for our Team culture and as a guide for our behaviour both with our employees and with our customers (guests).

Our Quality Standards are:

- Respect
- On Show
- Professional
- Efficient

- Continuous Improvement

We are committed to investigating and responding to any concerns relating to the conduct of our employees, guests, and supply chain operations.

Below is a snapshot of our Dealership Operations and associated supply chain stakeholders.

| Operations | Supply Chain Stakeholders |
|--|--|
| <ul style="list-style-type: none"> • New and Used Vehicle Sales Showrooms • Vehicle Finance and Insurance • Administration, IT & Marketing • Vehicle Pre-Delivery Department • Used Car Wholesale & Buying • Used Vehicle Reconditioning & Detailing • Service Departments • Body & Paint Repair • Parts Department | <ul style="list-style-type: none"> • Original Equipment Manufacturer (OEM) and associated subsidiaries • Dealer Management Systems Providers (DMS) & Platforms • Finance and Insurance providers • Fleet Management organisations • Promotional, Advertising Agencies and Communications marketing • Vehicle transportation services • Vehicle auction services • Fleet Management organisations • Vehicle accessory suppliers • Vehicle consumables and parts • Smash Repairers • Vehicle wholesalers • Vehicle auction services • Office consumables, cleaning services • Waste removal • Security • Professional Services such as Accountants, Lawyers, Information Technology, Financial Institutions, Brokers, Insurers, Auditors • Tradespeople such as Builders, Plumbers, Electricians, Equipment Inspectors |

Risks of Modern Slavery Practices

Hinterland Motors will be continuing to comprehensively map our supply chains and assess the modern slavery risks within our internal and external network.

As a Toyota Dealer our largest supply chain is through our OEM supplier Toyota Motor Corporation (Japan) / Toyota Motor Corporation Australia (TMCA).

TMCA have compiled a comprehensive Anti-Modern Slavery Statement detailing their commitment to assessing and addressing the risks of modern slavery within their supply chain.

Copies of the report can be viewed online at

www.toyota.com.au/anti-modernslavery

Prior to the act we have always chosen to only work with suppliers that we have identified that share the same ethical values regarding the treatment of workers and the inclusion of safe environmental practices.

Many of the larger entities within our supply chain network such as Vehicle Consumables (such as oil and lubricants), Technology Companies (such as our DMS Providers) and Finance, Insurance and Fleet Organisations all hold their own Modern Slavery Statements and assessments to reduce the risk within their operations.

Our other suppliers are smaller Australian owned and/or operated businesses with relatively low risks within their operations.

While Hinterland Motors have not identified any breaches of modern slavery through our supply chain, we recognise that there may be potential risks within our network particularly those suppliers involved in sourcing and/or manufacturing products globally. These suppliers who we consider to be vulnerable to risks of modern slavery we will be periodically assessed and remediated as part of our ongoing commitment to our Modern Slavery Statement.

Actions

The Modern Slavery Act has shone the spotlight on the need to examine the social compliance practices of our own internal framework and those of our major suppliers.

Being this is our first Modern Slavery Statement; Hinterland Motors are still in the early stages of due diligence in this area however we are committed to ensuring effective actions and change to ensure compliance across our network.

We have written a Supplier Standard Code of Conduct which is passed to all new and existing suppliers who do not yet have their own Modern Slavery Statement compiled,

to ensure we have well communicated values and expectations on the behaviour, actions, and values within our supply chain.

As part of our ongoing processes, we will look to work towards a remediation process in the event of a known breach to the Supplier Code of Conduct and may also look at compiling a supplier engagement questionnaire over time.

Within our internal staff framework our employees are provided an induction on acceptable workplace conduct and on our embodiment of the Toyota For Life (TFL) Quality Standards that guide our behaviour and values toward both our employees and with our Guests.

Employees are also periodically required to attend Toyota For Life Training Modules that further assist our staff to implement our core value system across our daily business operations, policies and procedures.

Our internal policies and procedures are reviewed annually by our Board of Directors to ensure they meet the legislative and compliance requirements.

Conclusion

Hinterland Motors is committed to the fair and ethical rights and treatment of all people and apply this intrinsic belief to everything we do in our business operations. While we do not have control over external organisations and personnel within our supply chain, we choose to align ourselves with suppliers who directly comply to the same standards and code of conduct we expect within our own business.

We acknowledge that the fight against Modern Slavery is comprehensive and ongoing. Hinterland Motors fully supports the provisions of the Act, and we look to further examine the effectiveness of our policies and evolve our processes to continue to eliminate the risks of any Modern Slavery in our supply chains and operations.

This statement was approved by the Board of Directors of Hinterland Motors Pty Ltd on 23rd, August 2021



Daniel De Mezieres
Dealer Principal