

Supplier Code of Conduct 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) aim to act ethically and to hold ourselves accountable to the highest standards of fairness, honesty, integrity, and respect.

Hinterland Toyota is committed to the compliance of all applicable laws and regulations and ensuring ethical conduct across all our business activities, relationships, practices, sourcing, and operations.

Scope of Application

This code of conduct (Code) prescribes the minimum business practices and standards that Hinterland Motors expects its suppliers to adhere to. This Supplier Code of Conduct (Code) applies to all suppliers (including employees, contractors, agents, and related entities) who supply products or services to Hinterland Motors.

It is the responsibility of the supplier to ensure that their personnel and subcontractors adhere to the practices outlined in this code. We expect suppliers to continually monitor their operations to ensure compliance with the standards contained in this document.

Hinterland Motors reserves the right to terminate any agreements or business relationships with suppliers who breach the provisions contained in the code.

Ethical Expectations

Suppliers must comply with all applicable laws relating to anti-bribery, anti-corruption, anti-money laundering and modern slavery laws. Suppliers must not engage in, either directly or indirectly in activity which has the potential to be fraudulent, unethical, and exploitive.

Anti- Discrimination

Subject to applicable laws, in hiring and other employment practices; Suppliers are expected to not discriminate against any worker based on age, race, ethnicity, gender identity, religion, marital status, sexual orientation, disability, political affiliation, union membership or other distinguishing characteristics

Bullying & Harassment

Hinterland Motors takes bullying and harassment very seriously. Within our operations workplace bullying, harassment, victimisation, and abuse is not tolerated. Suppliers are expected to not engage in behaviour that is bullying or threatening to workers. This includes but is not limited to abuse and harassment which can be verbal, physical, sexual, or psychological.

Forced and Compulsory Labour

Hinterland Motors expects its suppliers to comply with all applicable laws, standards and regulations relating to best and fair labour practices. This expectation includes but is not limited to; ensuring all workers receive their legally mandated minimum wages, benefits, and applicable employee entitlements such as annual leave and superannuation. Suppliers must have policies and practices in place to allow for violations, misconduct, or grievances to be reported by workers and addressed without fear of reprisal.

Modern Slavery

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.

Suppliers are required at minimum to comply with all applicable legislative requirements relating to the Modern Slavery Act 2018.

Internally all Suppliers should have policies in place to oppose and prohibit Modern Slavery in all business operations and supply chains.

We expect all Suppliers to have or work towards their own Modern Slavery Statements where applicable and to have processes in place to mitigate and manage the compliance to the Modern Slavery Act 2018.

To access Hinterland Motors full Modern Slavery Statement visit

www.hinterlandtoyota.com.au/modernslaverystatement

Corporate Governance, Ethics and Accountability

Hinterland Motors expects all suppliers and contractors to recognise the value of good corporate governance, ethics, and accountability. This means that suppliers and contractors should prohibit corrupt business practices not limited to but including corruption, bribery, and dishonest business conduct.

We expect suppliers to comply with applicable privacy and information security laws, regulations and standards regarding confidential personal and business information relating to Hinterland Motors. This requires businesses to have systems in place to effectively manage this information and to govern the dissemination and destruction of confidential personal and business information.

We expect that all suppliers to Hinterland Motors will develop and maintain processes to identify, manage and control relevant risks, governance, and compliance appropriately within their operations.

Environmental Management

Hinterland Motors is committed to promoting environmental responsibility. Our activities aim to minimise pollution and proactively manage environmental risk. Suppliers are expected to minimise the environmental impact of their operations and maintain environmentally responsible business practices.

We require suppliers to comply with all applicable laws and regulations relating to the environment, including any reporting obligations, and managing the environmental impact of their operations. This includes but is not limited to, ensuring the safe storage and handling of hazardous materials and waste. Maintaining policies and practices that reduce the risk of pollution, loss of biodiversity, deforestation damage and greenhouse gas emissions.

Our Commitment

Hinterland Motors aims to work with suppliers who share the same high standards of ethical conduct and seek to conduct their businesses on a foundation of fairness, honesty, integrity, and respect.

This code of conduct (code) prescribes our minimum standards expected of all suppliers within our supply chain regarding the compliance of all applicable laws, regulations and ensuring ethical conduct across all business activities, relationships, practices, sourcing, and operations.

These standards expressed in this code may be subject to continuous improvement and review as we evaluate the best processes and practices for our business operations.

We appreciate your cooperation and value our long standing business relationships within our supply chain.

A handwritten signature in black ink, appearing to read 'Daniel De Mezieres', written in a cursive style.

Daniel De Mezieres
Dealer Principal