



Pamsim Pty Ltd
ABN 34 083 219 318
t/a Nunawading Toyota

Modern Slavery Statement 2022

Reporting Period

This Modern Slavery Statement sets out the steps taken by the Company in the reporting period 1 January 2022 to 31 December 2022 to prevent modern slavery in its business operations and supply chains.

Pamsim Pty Ltd recognises its obligations under the Modern Slavery Act 2018 (Cth) and the importance of protecting human rights and ensuring our employees, customers (guests) and those within our supply chain operations are free from all forms of modern slavery.

Covered Entities

Pamsim Pty Ltd does not own or control any other entity within the reporting period. Accordingly the reporting criteria regarding the process of consultation with any owned or controlled entity is not applicable.

Business Structure, Operations and Supply Chains

Pamsim Pty Ltd trading as Nunawading Toyota ABN (34 083 219 318) is a family owned company operating as a motor vehicle dealership in Victoria under a franchising arrangement with Toyota Motor Corporation Australia Limited (TMCA). As at 31 December 2022 Pamsim Pty Ltd's financial year end, the company employed 109 staff.

Our key business operations include:

- the sale of new and used vehicles
- the sale of parts and accessories and aftermarket (car care) products
- the full servicing of new and used vehicles
- the provision of finance, insurance and warranty products to vehicle customers (guests)

Our supply chains include motor vehicles and parts, consumables such as fuel, oil, and lubricants and services including car and office cleaning, waste disposal, transportation of vehicles and parts, IT hardware and software, telecommunications, and office supplies and professional services.

Nunawading Toyota

Pamsim Pty Ltd
T/A Nunawading Toyota (t/a) 327
Admin and Sales
275 Whitehorse Road
Nunawading VIC 3131
T 03 9877 3133
F 03 9978 9505

Service and Parts
88 Station Street,
Nunawading VIC 3131
Service Parts
T 03 8872 8868 T 03 8872 8800
F 03 8872 8872 F 03 8872 8877

Service Centre
26 Firth Street
Doncaster VIC 3108
T 03 9848 8322
F 03 9848 8901

UNAWADING 3131 T/A ABN 34 083 219 318



Oh what a feeling!



Pamsim Pty Ltd
ABN 34 083 219 318
t/a Nunawading Toyota

Modern Slavery Risks in Supply Chains and Operations

The automotive industry in Australia relies on the importation of vehicles, accessories and spare parts. Pamsim Pty Ltd sources the majority of products from Toyota Motor Corporation Australia Limited as part of a franchise arrangement. TMCA's modern slavery statement 2022 details their targeted approach to modern slavery risks within their global supply chain and we would expect that their operations would comply with the Modern Slavery Act 2018.

Given our operations are in Australia, our geographic risk of modern slavery remains low according to the Global Slavery Index. There is no identified vulnerability to modern slavery in our industry sector within Australia.

The Global Estimates of Modern Slavery 2021 report identifies that the use of unprotected migrant workers, especially those in lower skilled sectors and people subject to discrimination are vulnerable to modern slavery.

Pamsim Pty Ltd considers the risks of modern slavery practices within its business operations and supply chain to be low as we operate within Victoria, Australia and all of our staff are employed and remunerated under the Federal and Victorian State Awards adhering to Fair Work Act minimum standards. Pamsim Pty Ltd also works directly with Home Affairs on any skilled migrant labour intake within the prescribed legislative framework.

Actions to Assess and Address Modern Slavery Risks

The focus in our last reporting period was the finalisation of a Modern Slavery Supplier Questionnaire to enable the review of specific suppliers in our direct supply chain.

During this reporting period, the questionnaire was distributed to our next-tier high spend suppliers, also targeting those who may be more vulnerable to risks of modern slavery (specifically those with lower skilled labour hire) and those that operate in industry sectors understood to carry a higher risk such as cleaning, construction, manufacturing, security and maintenance.

Unfortunately return rates were low, and a number of those that were returned were from suppliers that indicated they were not required to report under the Modern Slavery Act 2018 (Cth).

To increase engagement with our suppliers, the Company is in the final stages of development of an online Contractor/Supplier on boarding system which is scheduled to be rolled out during the 2023 calendar year.

Nunawading Toyota

Pamsim Pty Ltd
T/A Nunawading Toyota UMC19227
Admin and Sales
275 Whitehorse Road
Nunawading VIC 3131
T 03 9877 3133
F 03 9878 9505

ABN/mbs 219 318 ABN 34 083 219 318

Service and Parts
88 Station Street
Nunawading VIC 3131
Service T 03 8872 8888 F 03 8872 8872
Parts T 03 8872 8800 F 03 8872 8877

Service Centre
26 Firth Street
Doncaster VIC 3108
T 03 9848 8322
F 03 9848 8901



Oh what a feeling!



Pamsim Pty Ltd
ABN 34 083 219 318
t/a Nunawading Toyota

Company policies to encourage ethical behaviour and promote compliance with modern slavery and human rights protections are reviewed annually.

The policies included in the review were as follows:

- Code of Conduct – which applies to all employees and clearly defines the values of the business and the expectation that all staff will work within its guidelines.
- Employee Handbook
- Personal Conduct Policy – grievance and complaints processes
- Privacy Policy
- Notifiable Data Breach Policy
- Online Incident Register
- Whistleblower Policy
- Modern Slavery Policy

Pamsim Pty Ltd works within the required legislative frameworks for the recruitment of all its staff within Australia and from overseas.

For the current reporting period no modern slavery concerns were identified.

Assessing the Effectiveness of our Actions

Pamsim Pty Ltd recognises that the ongoing monitoring, reporting and mitigation of modern slavery risks is critical. We will continue to communicate with suppliers and our employees to ensure their approach and response to modern slavery concerns and risks is understood and managed in accordance with statutory obligations.

During the next reporting period we will review the results of the newly introduced Contractor/Supplier on boarding system and use the responses to further engage with suppliers on our supplier questionnaire.

Approval

This Modern Slavery Statement is made by Pamsim Pty Ltd for the financial year ended December 2022 and is approved by the Directors.

Brett Jefferson
Director / CEO

Nunawading Toyota

Pamsim Pty Ltd
T/A Nunawading Toyota 1807 9227
Admin and Sales
275 Whitehorse Road
Nunawading VIC 3131
T 03 9877 3133
F 03 9878 9505

Service and Parts
88 Station Street,
Nunawading VIC 3131
Service Parts
T 03 8872 8888 T 03 8872 8800
F 03 8872 8872 F 03 8872 8877

Service Centre
26 Firth Street
Doncaster VIC 3108
T 03 9848 8322
F 03 9848 8901

AGENCY 219 318 ABN 34 083 219 318



Oh what a feeling!