

Modern Slavery Statement – Toowoomba Motors (2026)

Introduction

Modern slavery is unethical, unlawful, and incompatible with the values of Toowoomba Motors. We are committed to ensuring that our operations and supply chains are free from human rights violations including slavery, servitude, forced labour, deceptive recruitment, debt bondage, and human trafficking.

This Statement outlines the actions Toowoomba Motors has taken during the reporting period to identify, assess, and address modern slavery risks in accordance with the Modern Slavery Act 2018 (Cth). It is supported by Toowoomba Motors Modern Slavery Procedure and other internal governance documents.

Reporting Entity

This Modern Slavery Statement is submitted by Toowoomba Motors Pty Ltd, ABN 76153536406, located on the Darling Downs in South-East Queensland. It covers all operations under the Toowoomba Motors brand, including Toyota and Lexus sales, service, parts, and associated business units.

Toowoomba Motors Pty Ltd meets the annual consolidated revenue threshold of \$100 million under section 5 of the Modern Slavery Act 2018 (Cth) and is therefore a mandatory reporting entity for the purposes of this Statement.

Structure, Operations and Supply Chains

Structure and Operations

Toowoomba Motors employs over 120 local staff across:

- New and used vehicle sales
- Spare parts
- Service, workshop operations and Accessory Fitment.

We also provide finance and insurance products through Toyota Finance.

Supply Chains

Our primary suppliers include:

- Toyota Motor Corporation Australia (TMCA) — sole tier-1 supplier for all Toyota and Lexus vehicles and genuine spare parts
- Toyota / Opposite Lock approved accessory suppliers
- Providers of business consumables, IT systems, uniforms, and professional services

Suppliers must comply with all relevant laws including the Modern Slavery Act 2018. Toowoomba Motors reserves the right to terminate relationships where modern slavery risks are identified and not remediated.

Risks of Modern Slavery Practices

Following internal review, Toowoomba Motors identified:

Low-risk areas

Activities undertaken by our staff and covered by internal processes and policies.

Potential risk areas

Some areas of potential risk where suppliers source products from an overseas supplier that may be susceptible to modern slavery practices. These risks relate primarily to:

- Overseas manufacturing of accessories — sourced via Australian intermediary suppliers; TMPL does not currently have full visibility into these suppliers' own upstream manufacturing locations or sub-tier sourcing. These suppliers have their own Modern Slavery Statement.
- International supply chains for consumables — TMPL does not import consumables directly from overseas; all consumables are purchased through Australian suppliers/distributors, whose own upstream sourcing is not fully visible to TMPL. These suppliers have their own Modern Slavery Statement.
- Third-party contractors with offshore procurement — TMPL engages Australian-based contractors (e.g. uniforms, IT hardware, business consumables) who may in turn source products internationally; TMPL does not import directly and has limited visibility into these contractors' offshore procurement

Toowoomba Motors does not import goods directly from overseas. All identified risk areas related to overseas sourcing occurring further up TMPL's supply chain, at the level of its Australian-based suppliers and contractors, rather than in TMPL's own procurement activity.

Actions Taken to Assess and Address Risks

Policies and Procedures

Toowoomba Motors maintains a strong governance framework, including:

- Toowoomba Motors Modern Slavery Procedure
- Toowoomba Motors Purchasing and Procurement Procedure
- Toowoomba Motors Whistleblowing Procedure
- Toowoomba Motors Fraud Prevention Procedure

These documents support ethical conduct, risk identification, and supplier compliance.

Risk Assessment Process

Our risk management process follows four key steps:

- Identify hazards – Actively find out what could cause harm.
- Assess the risk – Understand the nature and likelihood of harm.
- Control the risk – Implement effective controls.
- Monitor and review – Ensure controls remain effective.

Supplier Controls

During the reporting period (FY2025–26), Toowoomba Motors' key supplier relationships (including TMCA and long-standing accessory and consumables suppliers) were operating under existing, long-standing contracts. All key suppliers do have Modern Slavery Statements..

Toowoomba Motors relies during this period on:

- General supplier obligations to comply with all relevant laws, including the Modern Slavery Act 2018
- TMPL's existing governance framework (Procurement, Whistleblowing, and Fraud Prevention procedures) as the mechanism through which any concerns would be raised and escalated

Remediation

During the reporting period, no instances of modern slavery were identified in Toowoomba Motors' operations or supply chains.

Where modern slavery is identified, Toowoomba Motors' remediation process is to:

- Work with the supplier to ensure affected workers receive support and remediation
- Require corrective action plans
- Escalate matters to authorities where required
- Terminate relationships if remediation is not immediate and effective

Assessing Effectiveness

Toowoomba Motors will track its progress from this reporting period forward using two categories of measure:

Activity measures (what we did)

- Number of suppliers assessed for modern slavery risk
- Number of contracts updated with modern slavery clauses
- Number of staff trained in modern slavery awareness

Outcome measures (what changed)

- Year-on-year change in the number of suppliers rated 'potential risk' versus 'low-risk'
- Number of remediation cases raised and resolved to completion within the reporting period
- Reduction in overdue supplier due diligence reviews compared to the prior year

During this reporting period, no contract updates were undertaken. This period establishes a baseline of zero against which future progress will be measured. Progress will be reported annually against the prior reporting period and reviewed by the HSEQ and Administration teams as part of the annual statement preparation process.

All current suppliers have published Modern Slavery Statements, demonstrating their commitment to ethical and transparent business practices.

Consultation

This Statement was developed through active engagement with key internal management, operational personnel, and department heads across Toowoomba Motors Pty Ltd.

Toowoomba Motors Pty Ltd does not own, hold a majority stake in, or control any other separate corporate entity or subsidiary. There are, and were during the reporting period, no other entities within the meaning of the Act for Toowoomba Motors Pty Ltd to consult with. Toowoomba Motors Pty Ltd is therefore reporting as a single reporting entity, and mandatory criterion 6 (consultation with owned or controlled entities) is addressed by this statement of fact rather than a description of a consultation process.

Toowoomba Motors Pty Ltd maintains commercial partnerships with external providers — including vehicle finance products offered through Toyota Finance — which are independent operations outside TMPL's ownership or control, and therefore fall outside the scope of criterion 6.

Training and Communication

Toowoomba Motors provides training and resources to ensure:

- Awareness of modern slavery risks
- Understanding of reporting pathways
- Compliance with internal policies
- Supplier engagement expectations

Approval and Submission

This Modern Slavery Statement was approved by the principal governing body of Toowoomba Motors Pty Ltd on 13 August 2026.

Signed:

Brett Motton

Director / Dealer Principal

Toowoomba Motors Pty Ltd

This Statement will be submitted to the Australian Government Modern Slavery Register as required under the Modern Slavery Act 2018 (Cth).

Version Control

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