

Modern Slavery Statement

Introduction

T.I.G Freight Management Pty Ltd (ACN 105 770 698) as Trustee for the T.I.G. Trust (ABN 64 956 156 324) (**TIG, we, or our**) provides tailored freight solutions in Australia.

This statement is in accordance with the *Modern Slavery Act 2018* (Cth) ("**Act**"), on behalf of TIG and its related entities, for the purposes of identifying, assessing and addressing modern slavery risks in the operations and supply chain of TIG during the reporting period of 1 July 2021 to 30 June 2022.

TIG structure, operations and supply chain

TIG was founded in 2001 and is a privately owned company which provides end to end freight solutions, 4PL and freight management, tracking and reporting, and integration and automation services. With our head office located in Victoria, we employ approximately 85 people to perform our operations across Australia. Our services are also offered to customers in New Zealand.

We also work with a network of carriers in our business including road, air, rail and sea transport carriers. We also work with third parties in our supply chain which provide certain services to assist with the everyday running of our business, such as printing and signage, software solutions and consulting services.

Open 360

TIG Freight Management Pty Ltd owns and controls Open360 Pty Ltd (ACN 611 139 738) which offers software user application to our customers. It does not qualify as a reporting entity.

Risks of modern slavery practices

TIG rejects any form of modern slavery and human trafficking, and we are committed to implementing effective systems and controls to ensure it does not take place directly within our own operations or our supply chains. We respect the human rights of our employees, customers, suppliers and business partners, and we aim to identify and manage any risks related to these rights.

We recognise that contracting with other parties, (whether as a client or as a supplier), carries potential risks that may contribute to modern slavery practises. Our expectation is that our

clients and suppliers operate in a legal, compliant, professional and highly ethical manner, as well as hold that same standard in their own supply chains.

Actions to assess and address risks

TIG has prepared and is committed to regularly reviewing policies and procedures to address risks and challenges associated with modern slavery as they emerge.

TIG collaborates with suppliers, clients, stakeholders, and industry partners to share best practices and promote responsible business practices in the industries in which we operate.

We expect our suppliers to comply with all applicable legislative obligations and implement measures throughout the engagement of suppliers processes specific to identifying and eliminating the risks of modern slavery in the supply chain.

TIG has commenced awareness training for employees to mitigate any potential human rights violations in our business operations and supply chains through:

Compliance with the Modern Slavery Act 2018

We will comply with relevant provisions of the Modern Slavery Act 2018.

Risk Assessment

We will conduct risk assessments to identify and assess potential areas of vulnerability to modern slavery within our operations and supply chains.

Due Diligence

We will work closely with our suppliers and partners to ensure that they share expectations and seek their cooperation in implementing anti-slavery measures.

Governance

TIG raises the awareness of modern slavery risks, informing the Board and management of our obligations and accountabilities for identifying and managing these risks.

Awareness Training

Human rights / modern slavery awareness training is undertaken by relevant managers involved in the procurement of goods and services within TIG.

Grievance and Feedback Mechanisms

TIG has a Whistleblower Policy and complaints mechanism process that provides all directors, executives, managers, employees, suppliers and contractors with the ability to raise concerns such as modern slavery risks in a confidential manner.

In addition, Workplace Health & Safety Policy, Privacy Policy, Equal Employment Opportunity (EEO), Discrimination and Sexual Harassment Policy, Grievance Handling Policy, Recruitment &

Selection Policy and the Code of Conduct are in place to set the standard of behaviour expected and processes in place to address concerns.

Assessing effectiveness

TIG will continually assess the effectiveness of the actions taken to address modern slavery risks with regard to industry standards and practices. Our methods of assessing the effectiveness of our actions, include:

- regularly review and update this Policy to reflect changes in our business and industry;
- establishing and improving processes to review the actions we have taken;
- internal audits of specific steps taken to assess and address modern slavery risks;
- develop KPIs to assess effectiveness such full compliance on completion of awareness training, supplier contracts containing modern slavery clauses, and report on the number of complaints under grievance mechanisms;
- working closely with our suppliers to identify actions they have put in place to address modern slavery risks.

Consultation process

TIG has the ultimate oversight of its related entity in relation to the matters dealt with by this statement.

TIG owns and controls Open360 Pty Ltd (ACN 611 139 738) who do not qualify as a reporting entity. In preparation of this statement, we consulted with Open360 to frame our expectations, raise awareness and collaborate on our approach to identify and mitigate modern slavery risks.

TIG will regularly review its business practices and its suppliers to identify any unaddressed or increased modern slavery risks and develop action plans in consultation with Open360 to address them.

Approval of Statement

This statement was approved by the board of trustees (principal governing body) for Trustee for the T.I.G. Trust on 18 September 2025.

A handwritten signature in blue ink, appearing to read 'Sash'.

Sash Vodiloski
Trustee