



# MONDIALE

## MODERN SLAVERY STATEMENT

The *Modern Slavery Act 2018* (Cth) requires certain companies to prepare annual Modern Slavery Statements setting out their actions to assess and address modern slavery risks in their operations and supply chains.

### 1. MFS Logistics

MFS Logistics Pty Limited (**MFS**) has produced this Modern Slavery Statement for the reporting period 1 July 2019 to 30 June 2020.

MFS's registered office is located at Discovery Cove Industrial Estate, Unit 18A, 180 Botany Road, Banksmeadow, NSW.

MFS does not control or operate any other entities but is part of a group of companies.

### 2. Our structure, operations and supply chain

MFS is incorporated and registered in Australia as a private company. The head office of the MFS group of companies is located in Auckland, New Zealand.

MFS has 4 directors. At the end of the reporting period, MFS employed 89 employees in locations across Australia. The MFS group of companies employed 580 employees in other countries, including in New Zealand, China and the Philippines.

Our principle activities include:

- Sea and air freight forwarding
- Border clearance and compliance
- Transport cartage and coastal services
- Third party logistics and warehousing
- IT solutions
- Consultancy

To provide our clients with the best possible service, we work with employees, suppliers and contractors.

Our direct employees perform a range of functions including administration, scheduling, customer service, finance and legal.

The contractors that we work with provide administration services related to consultancy and compliance, IT services, and cleaning services, and are also international and domestic transport providers.

We also work with suppliers who provide materials and equipment necessary for us to carry out our business, such as packaging, forklifts and third-party logistics.

Our supply chain mainly consists of the employees we engage directly and the contractors we work with, and their employees.

**MFS does not permit subcontracting in its supply chain. All contracting arrangements are managed directly by MFS.**

### **3. Risks of modern slavery in our operations and supply chain**

As MFS is a New Zealand based company with employees located in Australia, and a small number other countries, we consider ourselves to be at low risk of involvement in modern slavery.

Even so, we recognise that as a responsible company we must regularly assess our processes and identify any potential risk areas.

With that in mind, we have identified the following potential risks in our operations and supply chain:

- MFS may be at risk of involvement in modern slavery because some work may be performed remotely, at sea and outside of normal business hours, including at night. This makes it more difficult to oversee the performance of work and working conditions.
- Contractors who perform work for MFS are not directly controlled by MFS meaning that it cannot control all working conditions for worker in its supply chain and does not have direct oversight at all times over workers in its supply chain.
- MFS may not always have direct visibility over the relationships or terms and conditions of employment under which its contractors engage their employees. There is a risk, albeit low, that those employees are the victims of modern slavery.
- MFS has purely commercial relationships with its suppliers. This means that its suppliers may be engaged in modern slavery practice and MFS is not aware of that fact.

### **4. Actions taken to assess and address the risks of modern slavery practices**

MFS complies with its obligations under Australian laws, including employment and work health and safety laws.

MFS performs audits of suppliers and contractors and we obtain assurances from suppliers and contractors about their employment practices.

MFS will not support suppliers or contractors where we are aware or have reasonable grounds to believe that slavery or human trafficking are taking place in their organisation or their supply chain. After appropriate investigation, we would terminate supply or service contracts in these circumstances, wherever possible.

## **5. How the effectiveness of our actions is assessed**

We assess the effectiveness of our actions on an ongoing basis by empowering our employees to identify and raise potential risk as and when they arise.

The matter is discussed at board meetings quarterly.

## **6. Consultation with other entities**

Whilst MFS does not control or own any other entities, MFS consulted with its parent company in New Zealand in preparing this Statement. The Directors and CEO were made aware of the preparation of this Statement and were afforded the opportunity to provide their input.

## **7. Other relevant information**

MFS maintain a Code of Conduct which sets out certain standards of conduct to aid its directors, officers, employees and contractors in making proper ethical and legal decision when conducting business for us and performing their day to day duties.

Our Code is provided to all employees upon commencement of employment and is provided to each staff member and accompanies the employment contract. All employees are required to acknowledge that they understand and will comply with the Code and are reminded about the requirements under the Code annually, during their remuneration review.

Through the Code, and our other policies, we seek to promote honest and ethical conduct, deter wrongdoing and support compliance with applicable laws and regulations in every aspect of our business.

We recognise and understand the importance of the *Modern Slavery Act 2018* (Cth) and are committed to reviewing and assessing the risk in our supply chain.

Over the next reporting period we will further review our MSA practices and update as necessary.

## **8. Approval**

This Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) for the reporting period of 1 July 2019 to 30 June 2020. This Statement was tabled at a meeting of the MFS Board on 21 August 2020 and was approved by the Board accordingly.



**Name: Raymond Meade**

**Position CEO**

**Date 23/8/2020**