

## **HILLEBRAND GORI AUSTRALIA - 2022 MODERN SLAVERY POLICY STATEMENT**

### **Summary from Hillebrand Gori**

Modern slavery is a serious violation of an individual's dignity and human rights. Exploitative practices including human trafficking, slavery, servitude, forced labour, debt bondage and forced marriage are all considered modern slavery and are serious crimes under Australian law.

We are committed to improving our practices to combat slavery and human trafficking. This statement is made pursuant of the Modern Slavery Act 2018 and constitutes our anti-slavery and anti-human trafficking statement for the financial year ending 2022.

### **Organisational structure**

Hillebrand Gori is a large specialist Freight Forwarder of beer, wine, spirits and other products that require special care.

Hillebrand Gori is owned by the Deutsche Post DHL Group and has a network located in 90 countries. In 2021, Hillebrand Gori transported approximately 625,000 TEUs and is the largest specialist carrier of beverage products worldwide with approximately 3,000 staff within our Hillebrand Gori Group.

Exceptional service quality, coupled with an innovative and open approach to the movement of freight is key to maintaining the trust of our customers. Naturally we recognise that these guiding principles cannot be achieved without the valued support of our partner carriers.

We therefore require our supplier partners to share our vision and commitment to our customers, embracing three essential elements: (i) minimising risk to our customers' supply chain, (ii) maximising reliability and (iii) optimising costs. In turn, we aim at a consistently professional approach to our freight procurement and ongoing carrier relations.

Our organisation takes pride in being an innovative group, ever changing to the needs of the market in which we operate. As well as offering first class logistics services, our companies also lead the way in the development of leading-edge products, services and IT tools for the industries in which they operate.

We provide solutions from wherever beverages are produced around the world, including consolidation and in market distribution. Whether moving single cases or full loads, or shipping bulk liquid, we provide simplified solutions encompassing every component of the end-to-end movement, including the customs formalities and transit insurance. We can also help to optimise the overall efficiency of our customers' supply chain using our award-winning supply chain management solutions. However, while we continue to grow and expand our horizons, we also recognise that it is our people, ideas and values that enable us to do what we do.

Hillebrand Gori Australia's annual turnover is app AUD 200 Million and we move app 27,000 containers annually in and out of Australia for our customers.

**Risks of Modern Slavery within Hillebrand Gori Operations and Supply Chains**

As Hillebrand Gori operates within the global logistics industry there is a real risk that we unnoticed and unknowingly may cause, contribute to, or be directly linked to potential modern slavery practices within our operations and supply chain.

Hillebrand Gori's analysis of its extended supply chain is in its early stages. However potential risk areas in the extended supply chain include but are not limited to:

- Electronics and IT hardware: the electronics industry is recognised as a high-risk industry for modern slavery and similar mistreatment. Manufacturing often occurs in locations with minimal regulation and oversight. There is also a risk that products are manufactured from raw materials, where production involved workers being subjected to modern slavery.
- Uniforms and apparel: apparel is often manufactured in high risk countries, and there have been reports of forced labour in the apparel industry in South East Asia.

**Our supply chain**

Our supply chain. We are reliant upon third party organisations in two key areas of our operations:

1. Transportation of beverages from source (normally outside Australia) to Australia and onward delivery of these goods to our customer-base nationwide.

2. With these third-party organisations, we have, or plan to have, systems and protocols in place to identify and mitigate risk. These include:

- Ensuring that our critical suppliers adhere to our Code of Conduct which includes statements from them confirming that they abide by the Modern Slavery Act.
- Methodically working through our existing supply-base to:
  - a) Identify and engage higher risk and higher volume suppliers to convey our Anti-Slavery policy to gain written assurance from them that they abide by our Code of Conduct. Our commitment is to have these undertakings in place by the end of 2023.
  - b) Work through the remaining suppliers, whether low risk or low volume, to ensure that by the end of 2023 all suppliers have been confirmed as confirming to our Code of Conduct.
  - c) Protecting any whistle-blowers internal or external to our company.
  - d) Putting in to place a rolling programme of review and spot-checking of all suppliers.

**Actions taken by Hillebrand Gori to assess and address risks**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risks, we have in place systems to:

- Identify and assess potential risk areas in our supply chains. Through a due diligence process where our supplier's information and processes are checked on a yearly basis mitigate the risk of slavery and human trafficking occurring in our supply chains, through working with ethical suppliers and sub-contractors
- Protect whistle-blowers.

### Employee Code of Conduct

Deutsche Post DHL's Code of Conduct reflects Hillebrand Gori's corporate values "Respect & Results". The rules and standards outlined in the Code serve as an "ethical compass" that guides all employees worldwide in their day-to-day work. There is no alternative to conducting our business in a responsible, fair and ethically irreproachable way. The Group Board of Management endorses the values outlined in the Deutsche Post DHL's Code of Conduct and expects all employees, executives and managers to be role models in their daily work and to contribute to a corporate culture characterized by respect Code of Conduct and Supplier Code of Conduct training is provided to employees on a bi-annual. The Code of Conduct is binding for all regions and business units of the Hillebrand Gori group.

### Freedom of Association and Collective Bargaining

We respect our employees' right to join or not to join a trade union or employee representation of their choice, free from threat or intimidation. We recognize and respect the right to collective bargaining in accordance with applicable local law. Employees who act as representatives are neither disadvantaged nor favoured in any way.

### Working Conditions

#### *Remuneration and benefits*

We compensate our employees relative to local industry and labour market and minimum wage legislation and in accordance with terms of applicable collective bargaining agreements, where they exist. We pay workers in a timely manner and clearly convey the basis on which workers are being paid.

#### *Working hours*

We comply with all applicable local laws regarding working hours including overtime, rest breaks and paid vacation.

#### *Health & Safety*

The safety, health and well-being of our employees is of utmost importance. In adherence to the Deutsche Post DHL Occupational Health and Safety policy, statutory regulations and industry standards, we provide a work environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent accidents, injuries and work-related illnesses.

#### *Compliance and conduct*

At Hillebrand, we are committed to having an environment where open, honest communication is a principle, not an exception. We want our people to feel comfortable about approaching their supervisor or management team in instances where they believe violations of our policies or ethical standards have occurred. In situations where our employees may not feel comfortable about

speaking to these persons, they can turn to our whistleblowing platform which is managed by an independent third-party expert. The platform facilitates confidential and anonymous reporting of concerns via an online form or telephone hotline, both of which are available in multiple local languages.

#### Diversity and Inclusion

Connecting the world through international trade is at the heart of our business, and we believe that differences in culture, gender, ability and perspective make us stronger as a company and as a global community. We strive to attract and retain talented people whilst broadening the diversity of our company at all levels. Diversity within Hillebrand Gori is visible in our gender equality and multiculturalism, with over 55 nationalities represented. This diversity helps us better understand each other, our customers and their expectations. Our deeper awareness of customers' needs and pain points enables us to provide excellent customer service.

We promote an inclusive work environment that values the diversity of our employees as confirmed in the Deutsche Post DHL Diversity and Inclusion Statement. We are committed to equal opportunity and reject any forms of discrimination or harassment based on gender, ethnic origin, nationality, social origin, religion, age, disability, sexual orientation and identity or any other characteristics protected by applicable law. The basis for employee selection and promotion at Deutsche Post DHL Group is qualification, performance, skills and experience.

#### **Consultation Between Entities**

Hillebrand Gori adopted a cross-functional approach to risk analysis and business input in the preparation of this Statement. This statement was prepared jointly by the Hillebrand Gori Legal , Human Resources and Operations functions with each entity involved in reviewing the Statement and contributing to its preparation.

The Area Director of Oceania then reviewed and approved the Statement.

This statement was approved by the principal governing body of Hillebrand Gori Australia Pty Ltd on 14 February 2023.

#### **Further steps**

This Modern Slavery statement can be found on the Hillebrand Gori website and will be reviewed on an annual basis. Our customers and suppliers will be requested to confirm that they have adhered to the Modern Slavery Act 2018 and have processes and policies in place to mitigate the risk within their own Supply chain.



Mads Aaboe  
Area Director - Hillebrand Gori Oceania

Hillebrand Gori  
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