



Global Transport and Logistics

# Modern Slavery Statement 2022

Pursuant to the Commonwealth Modern Slavery Act 2018



## **Introduction**

The DSV Group has been signatory to the UN Global Compact since 2009, committed to respecting the ten principles, including Principle 4: the elimination of all forms of forced and compulsory labour. These are aligned with DSV's Code of Conduct that explicitly includes principles relating to employee health, safety and employment rights. For further information on our activities and progress, please see our 2020 Responsibility Report.

The Board of Directors approved this statement on the 2<sup>nd</sup> of February, 2023

<https://docs.dsv.com/group/group-compliance/modern-slavery-statement/2022-modern-slavery-act-statement/?page=2> as approved by the Board of Directors, 2nd of Feb 2023

## **Organisation's structure**

DSV A/S is the parent company of the DSV Group. We are a global supplier of transport and logistics solutions and are publicly traded on the NASDAQ Copenhagen. The DSV Group has more than 60,000 employees worldwide and offices in more than 80 countries and an international network of partners and agents. In 2019, the DSV Group had a global annual turnover of DKK94.7bn.

## **Our business**

Our Group is organised into two divisions in Australia, each with its own management organised in two operational holding companies:

### **DSV Air & Sea**

Transportation of all types of cargo by air and sea. We offer standard and industry-specific logistics solutions through our global network supplemented by a Project Department, which handles out of gauge cargo and complex transportation projects.

### **DSV Road**

Not operating in Australia

### **DSV Solutions**

Specialised logistics solutions, including warehousing and distribution, packing, freight management, customs clearance, e-commerce and e-business support.

## **Our supply chains**

We deliver services to the global manufacturing industry characterized by complex supply chains with different components being manufactured in different parts of world. As freight forwarders, we deliver transport and logistic services to the global manufacturing industry all the way from factory to high-street stores. These services are delivered from our own offices in more than 80 countries supported by an international network of suppliers, partners and agents.

Based on an asset-light business model, all physical transport of our customers goods are performed by thousands of suppliers we contract with globally.

## **Our policies on modern day slavery and human trafficking**

'Modern Day Slavery' is an umbrella term, which in the context of global supply chains often relates to cases where individuals are subject to human trafficking, forced labour, or debt servitude; where coercion, threats or deception are used to intimidate, penalize or deceive workers, thereby creating situations of involuntary work and exploitation.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains nor in any part of our business. Our Code of Conduct and Supplier Code of Conduct reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure modern day slavery and human trafficking is not taking place anywhere in our supply chains.

Link to DSV's corporate CSR website, Code of Conduct and Supplier Code of Conduct - [CSR - Corporate Social Responsibility | DSV](#).

## **Due diligence processes in our supply chain**

As part of our initiative to identify and mitigate risk, we aim at integrating sustainability into our purchasing processes, by measuring and ensuring compliance with social and environmental standards contained in DSV's Supplier Code of Conduct. Further, we strive to ensure that all suppliers are as a minimum required to follow our Supplier Code of Conduct, suppliers own equivalent or international standards. If a risk is identified, we assess the level of that risk and take steps to prevent, monitor and mitigate it.

A Whistleblowing programme exists to allow employees to report any violations of applicable laws, internal rules and procedures and the DSV Code of conduct. All reports are processed, investigated as applicable, and when justified, appropriate measures are taken.

## **Supplier adherence to our values**

To ensure that all stakeholders in our supply chains (suppliers) comply with our code of conduct we have in place different processes for assessing more than 200,000 suppliers in more than 80 countries.

The DSV Supplier Code of Conduct is based on the group's Code of Conduct and thus the strategic goals and values of DSV. It is therefore an integral part of our supplier management and of the contracts formed with transportation subcontractors and other service providers. The Code describes in general terms what DSV considers appropriate and ethical business conduct on the part of our suppliers when they perform services on behalf of or supply products to DSV. As standard procedure, DSV communicates its Supplier Code of Conduct to all suppliers awarded contracts of a value of more than EUR 25,000 per annum.

The procurement of transport services is performed both centrally for our divisions and decentral by our local subsidiaries. Centralised divisional procurement processes are used to contract with transportation subcontractors that base their services on a global network like air and sea freight providers and for regional procurement of haulier services in Europe, South Africa and the USA. In supplement, localised procurement processes are used to select subcontractors for local business operations and needs. The Supplier Code of Conduct also applies to such local agreements.

### **Training and building capability**

To ensure a high level of understanding of the impact of our business activities in our supply chains, we provide training to our employees at managerial level and other selected groups of employees in certain positions and functions. We do this to ensure that managers in DSV have thorough knowledge of the DSV Code of Conduct and are able to act accordingly, share knowledge of this document and ensure a culture of compliance within their own organisation.

We also require our business partners to provide training to their employees and suppliers via our Supplier Code of Conduct.

### **Auditing suppliers**

We regularly conduct audits and random spot checks of our suppliers to monitor compliance with DSV expectations and legal requirements. If any issues are identified during an audit, the supplier is required to prepare a corrective action proposal and resolve all violations within an agreed time period.

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018 and constitutes our Group's modern day slavery and human trafficking statement..

This statement is for the period Jan1, 2022 to Dec 31 2022



Signed:

Paul Thomson  
Managing Director  
DSV Air & Sea Pty Ltd  
Australia / New Zealand