

Modern Slavery Statement 2020



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Message from Our Managing Director/CEO

It is with great pleasure that we present Followmont Transport's first Modern Slavery Statement.

Followmont is a passionate family business 100% dedicated to service and hands on relationships with our customers, people and suppliers.

We recognise our responsibility and the opportunity to help eliminate modern slavery. We understand that this is key to running a reputable business, as well as reflecting one of our core values, Care.

We understand the importance of responsible procurement and ensuring that environmental, social and ethical considerations are considered when making procurement decisions. Our Modern Slavery, Equal Opportunity and whistle blower policies as well as our responsible approach to procurement help to guide our management of modern slavery risks.

We began the assessment of modern slavery by assessing risks in our supply chains and introduced our Modern Slavery Policy and Codes of Conduct. We require all suppliers to Followmont to agree to the terms in our code of conduct in order to commence and/or continue to do business with our company.

Modern slavery is unacceptable, we are proud of the work we have done to play our part in combatting modern slavery and will continue to address and assess the risks of modern slavery within our business and associated supply chains.

This statement sets out the actions taken by Followmont Transport to address modern slavery risks during the financial year 1 July 2019 to 30 June 2020.

Mark Tobin

Managing Director/CEO

About Followmont

Followmont Transport Pty Ltd ATF for TAPCO Unit Trust ABN 15 131 829 412, ACN 010 518 279, was started in 1984, delivering magazines out of a small office in Stones Corner, Brisbane. We are a proud Queensland family-owned business that express delivers goods to every corner of QLD and NSW, every day through our 1,000+ vehicles and unique network of linehaul, local contractors and over 850 team members.

We specialise in time-sensitive delivery – moving cartons, pallets, fresh produce and special projects including full loads to rural and regional areas.

We're the State's largest family-owned transport company and the preferred Queensland carrier for multi-nationals and local businesses alike.

What we do matters. With 99% delivered in-full, on-time, we travel more than 100,000km and move 3,000 tonnes per day across Australia, providing vital supplies and services to the communities we support.

The Senior Leadership Team works across the business creating a sense of belonging and a passionate culture where team members feel respected and supported. They know the people are the secret to Followmont's success. The team is extremely committed to driving strategy, developing leaders of the business and influencing positive change to continually improve Followmont Transport and ensure its ongoing success.

Each team member role models the core values of Service, Unity, Passion, Integrity, Care and Innovation. With a shared goal to balance working "on" the business, as well as "in" the business, the Team's focus is around long-term strategy and forward vision. They lead by example and strive to be the provider of choice for customers and the employer of choice in the transport industry.



Our Structure and Operations

With over 35 years' experience Followmont Transport operates an extensive logistics network with over 30 Australian depots across New South Wales and Queensland. The activities of Followmont Transport include:

1. General Freight/Linehaul
2. Pickup and delivery
3. Produce
4. Straight Haul
5. 3PL – Warehousing and Storage.

We have more than 20,000 customers across Queensland and NSW, from the largest multi-nationals to the smallest local businesses. We're the preferred carrier for many household names, including Mitre 10, Dulux, Repco and Australia Post. We're also the delivery company of choice for many interstate transport companies, SMEs, online retailers and regional businesses.

We carry everything from pharmaceuticals, fresh produce, spare parts, paint, and the mail... we've even delivered a crocodile!

Our Supply Chain

For Followmont to deliver these services we work with a large network of suppliers and subcontractors.

Our suppliers provide products and services used in our transport business including fleet and equipment, IT hardware and software, personal protective equipment, load restraint, fuel, spare parts and property maintenance.

Our supply chain also includes the services provided by subcontractors and agents, mainly for the transport of goods and equipment repairs. We have long-standing relationships with these businesses, Followmont prides itself on its relationships with its suppliers and subcontractors "It's Personal Not Commercial".

Risks of Modern Slavery in our Operations & Supply Chain

As a logistics provider we are aware of the potential for Followmont to be linked to, contribute or cause modern slavery through our supply chains and operations. We have investigated our supply chain and although the majority of our suppliers are local to Australia some are overseas and could potentially be at risk of engaging in activities that may be linked to modern slavery.

Operations

Followmont operates within Australia directly through depots in QLD and NSW and through arrangements with subcontractors across its delivery network. We utilise fleet and equipment to deliver freight via road transport through a network of directly employed team members and externally sourced subcontractors. Followmont has policies and procedures in place to mitigate risks.

Supply Chain

Followmont has a vast network of suppliers, subcontractors and agents to provide services across NSW and QLD. Followmont is at risk of contributing to or being directly linked to modern slavery related to the activities of these business relationships should we be provided with goods and/or services that may potentially be contributing to directly or indirectly to modern slavery. The level of this risk is dependent on several factors including the level of human rights protection and/or enforcement in the countries where our suppliers operate or source their goods or services from. Outside of Australia goods or services include IT services, components and software, administration, fuel, furniture, plant and equipment and spare parts. Followmont uses labour hire in Australia for freight handling, truck driving, cleaning and administration provided through local business's.

Actions Taken to Assess and Address the Risk of Modern Slavery

Followmont Transport is taking a long-term approach to ensuring an ethical supply chain is in place with increased engagement with suppliers to identify, assess and address modern slavery risks.

Policies & Governance

Followmont Transport prides itself on its culture and values that are displayed by all of its team members from the Board of Directors to the people working on the warehouse floor. Our core values of Service, Unity, Passion, Integrity, Innovation and Care fill our business and empower or people.

In line with the Followmont values our policies and procedures influence our behavior towards Modern Slavery - these include our:

- Code of Conduct
- Modern Slavery Policy
- Whistle Blower Policy
- Equal Opportunity Policy
- Chain of Responsibility Policy
- Health and Safety Policy
- Risk Management Policy

The management, development and review of these policies sit with relevant departments including Compliance, Fleet, Legal, People and Safety, they are regularly reviewed and updated where necessary.

Supplier Governance Framework

Followmont Transport's Supplier Code of Conduct requires our suppliers to commit to:

- Full compliance with laws about working hours, wages and other benefits
- Zero discrimination based on age, disability, gender, marital status, ethnicity, sexual orientation, race, political views or any other legally protected attributes
- No use of child labour
- Freedom of association and the right to collective bargaining
- No forced or bonded labour
- A prohibition on any person being obliged to hand over their passport or visa as a condition of employment
- Investigating any suspected modern slavery risks and notifying Followmont Transport of any non-compliance with this Code of Conduct and any actual or suspected modern slavery in a supply chain that has an association with Followmont Transport

Followmont Transport may from time to time request information from our suppliers regarding their Modern Slavery practices. Suppliers are expected to work conjointly with Followmont Transport to provide all reasonable assistance to demonstrate compliance in accordance with this Code of Conduct.

Followmont Transport takes the issue of modern slavery very seriously. Failure to comply with our Code of Conduct may result in termination of our relationship with any supplier or business entity.

To build on these actions in 2021 Followmont will complete the following:

- Review of vendor onboarding process to include modern slavery code of conduct declaration and questionnaire
- Formal human rights risk assessment to identify further potential modern slavery risks
- Increased communication within our business with our key decision makers

This statement was approved by the Board of Followmont Transport on 19 March 2021.

Mark Tobin

Managing Director/CEO

March 2021