

Modern Slavery & Human Trafficking Statement FY20

Introduction

Modern slavery describes the most serious of human exploitation including trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage and the worst forms of child labour.

Yang Kee Group (Australia) Pty Ltd, and our subsidiaries, respect ethical labour practices and value diversity. Our company takes a zero-tolerance approach to any form of human rights abuses, including modern slavery in our operations and supply chains and we expect that all our employees, suppliers, subcontractors and agents uphold these values.

This statement is published by Yang Kee Group (Australia) Pty Ltd (ABN 28 615 582 093). The purpose of the statement is to describe the steps taken during the FY20 Financial Year (January 2020 to December 2020) in regards to anti-modern slavery practices.

Structure, Operations & Supply Chain

Our Structure:

Our company operates a global logistics business based in Australia, and with subsidiaries operating in China and Hong Kong. New Zealand (Fliway Group). Our main office is located at 135 Boundary Rd, Laverton North, Victoria.

We employ 530 people across Australia and New Zealand on 20 different sites. We employ another 47 people between Hong Kong and 3 locations in China.

The organisational structure consists of a Board of Directors (4); and a Senior Leadership Team working across the region and based in Australia and New Zealand. The Senior Leadership team consist of Chief Executive Officer, Chief Financial Officer, Chief Operating Officer – International, Chief Information Officers – AXIMA and Fliway, GM Domestic, and GM People.

Our Operation:

We operate in 3 distinct areas of focus:

1. **International Freight Forwarding** – exportation and importation of goods on behalf of our customers by sea freight or air freight.
2. **Logistics – 3rd Party Logistics** - where we manage the logistics requirements of our customers in our warehouses.
3. **Transport** – the movement of goods on behalf of our customers by road transport to commercial and residential delivery addresses.

These 3 divisions within the company are supported by Shared Services of IT, HR and Finance.

Our Supply Chain:

To assist in the delivery of these services, our Company works with a network of suppliers, subcontractors and agents.

These include the suppliers of products and services used in our transport and warehousing activities, such as the provision of trucks, materials handling equipment, and personal equipment, clothing, and office equipment.



Our supply chain also includes the services provided by subcontractors and agents. This is particularly related to our International Freight Forwarding division, where we engage with other agents internationally to facilitate the import/export of goods on behalf of our customers.

In the majority of instances, we have long term business relationships with these organisations. At times, we may work with agents requested by our customers.

Risks of Modern Slavery in Operations & Supply Chains

Operating in the global logistics sector, we are aware that there is a risk of unknowing involvement in modern slavery practices.

We understand that with an element of global operations, there is a risk of causing or contributing to modern slavery through the use of labour in vulnerable populations, high risk geographies or through the engagement of recruitment agencies or labour hire agencies. With the majority of employees and suppliers being based in Australia and New Zealand, we believe that the geographical risk is lowered. We do have an off-shore business process relationship (BPO) with team members in Manila, Philippines.

Our company has business relationships with an extensive network of suppliers, subcontractors and agents to support/facilitate the movement of freight globally. As such our company is at risk of contributing to or being directly linked to modern slavery abuses relating to the activities of these business relations. The extent of these is dependent on a number of factors including the level of human rights protection and/or enforcement in the countries where they operate or source from, use of labour hire and outsourcing practices. This is also applicable to suppliers from which we source the products and services we require to operate.

Actions Taken to Assess and Address the Risk of Modern Slavery

We are taking a clear and long-term approach to assess and address the risks of modern slavery within our work sphere. This involves reviews of current and new suppliers in relation to anti-modern slavery practices. Review of procurement practices. Review of current policies that are related or interdependent with the anti-modern slavery policy, and review of internal training and awareness of anti-modern slavery practices.

Specifically, actions have included:

- Review of Operations and Supply Chains
- Procurement practices, including the review of engagement for temporary labour hire workers and recruitment practices.
- Reviews of existing suppliers including BPO, who have demonstrated strong commitment to ethical practices.
- Reviews of internal practices – including recruitment, wage and salary reviews, adherence to requirement terms and conditions, workplace laws and regulations.

To date we have not identified practices requiring remediation. Key elements have been in understanding practices and sharing knowledge and education.



Policies & Governance

To support our Anti-Modern Slavery policy, our company operates with the following related and interdependent policies:

- Code of Conduct
- Respectful Workplace Policy
- Privacy Policy
- Health & Safety Policy
- Diversity Policy
- Whistle-blower Policy
- Company & Information Privacy Policies

The day-to-day responsibility for developing these policies and overseeing compliance is assigned to relevant departments and the Senior Leadership team. These are the guiding protocols in relation to dealing with our people, as well as interactions with suppliers, subcontractors and agents.

Next Steps

In FY21, we will continue to build on the current platform and put further measures in place to record progress.

We will implement a new e-learning module as part of the induction pack, including elements relating to Modern Slavery and Human Rights. We will further educate and promote the elements, and policies in place for the creation of better workplace and global environment – along with the steps in place around Whistle-blower actions.

From FY21, any new supplier relationships / contracts will contain terms that are consistent with the Modern Slavery Act 2018.

Finally, we undertake to managing any allegations or concerns around modern slavery practices to be received professionally and investigated appropriately - with actions put in place to prevent further breaches from occurring.

This statement was approved by the principal governing body for **Yang Kee Group (Australia) Pty Ltd, 9 March 2021.**


Sandra Fairchild
Chief Executive Officer – Yang Kee Group (Australia) Pty Ltd

Dated: 30 March 2021