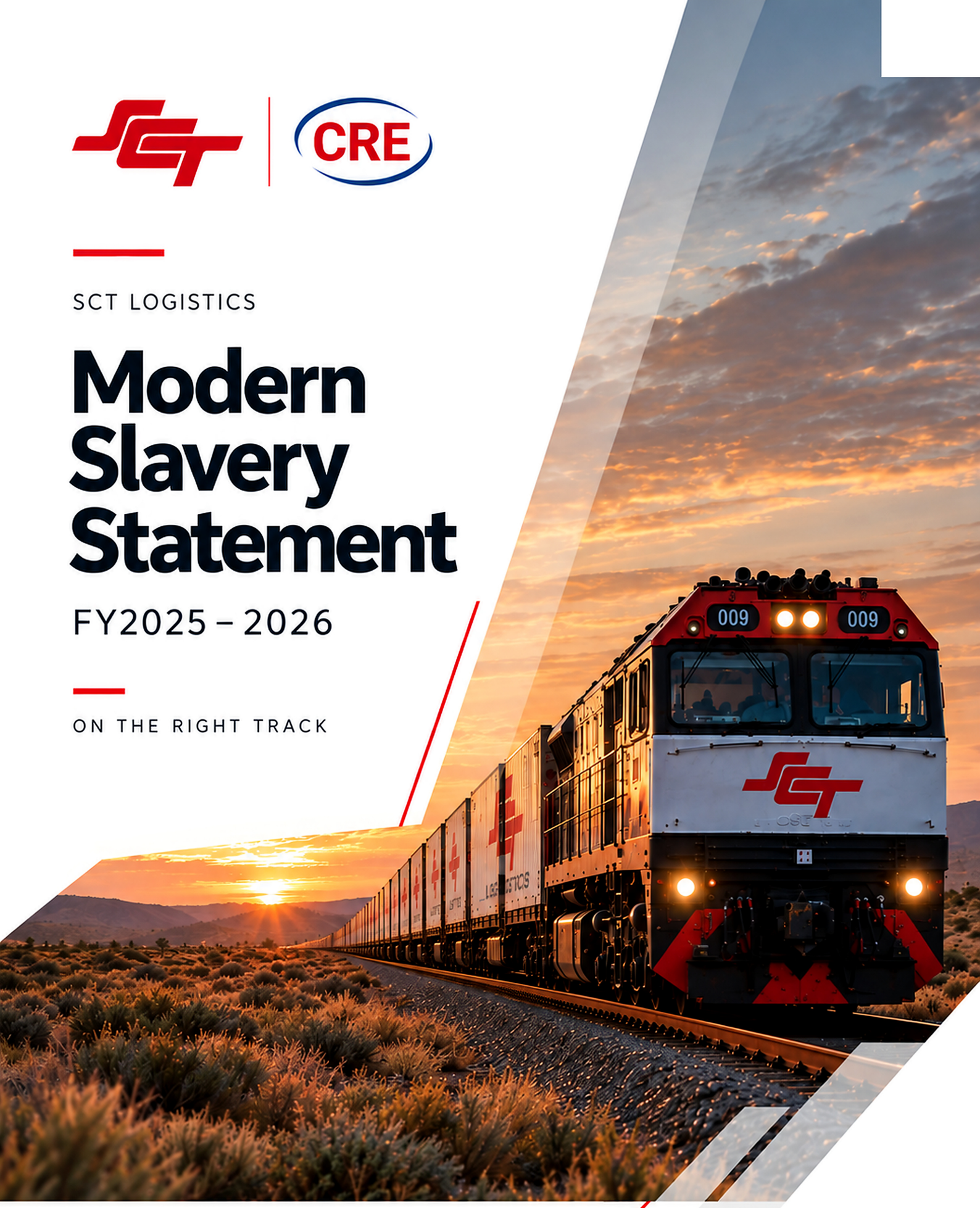
SCT LOGISTICS

Modern Slavery Statement

FY2025 – 2026

ON THE RIGHT TRACK



Message from the Managing Director

At SCT Logistics, we are committed to conducting our business sustainably, ethically and responsibly in the communities in which we operate. As a national transport and logistics business, we recognise that modern slavery risks, including forced labour, child labour, debt bondage, human trafficking and other forms of exploitation, can occur across global supply chains and in industries connected to transport, logistics, property and infrastructure.

We are committed to identifying, preventing and mitigating modern slavery risks within our operations and supply chain. This includes strengthening our governance practices, working with our suppliers and continuing to improve how we assess and respond to potential risks.

This statement outlines the actions undertaken during FY2026 and the priorities we will focus on in FY2027 as we continue to build a more transparent, responsible and resilient business.



Geoff Smith
Managing Director
SCT Logistics

1. Criterion 1 & 2: Our Business

1.1 Our Structure

SCT Logistics is a privately owned Australian transport and logistics business established in 1974 operating nationally across rail, road, warehousing, intermodal terminals and property.

The reporting entity is: SCT Group Holdings Pty Ltd.

This statement applies to all controlled and affiliated entities to be referred to as SCT Logistics.

1.2 Our Operations

SCT is recognised as one of Australia's most innovative and progressive multi-modal transport companies. It is the largest private rail operator in Australia and delivers a range of services including rail and road linehaul, refrigerated transportation, intermodal logistics and warehousing.

SCT has its own fleet of mainline locomotives and trucks and has major intermodal hubs located in all mainland capital cities including Melbourne, Adelaide, Perth, Brisbane, Sydney, as well as regional locations in Parkes (NSW), Wodonga (VIC), Horsham (VIC) and Burnie (TAS).

SCT operates nationally through the following locations:



1.3 Our Workforce

During FY2026, SCT employed over one thousand people across its national operations.

1,082
TOTAL EMPLOYEES

965
PERMANENT EMPLOYEES

117
CASUAL EMPLOYEES



1.4 Our Supply Chain

During FY2026, SCT engaged suppliers in the following capacity:

Supplier spend by continent



Australia
98%



Asia
1%

USA & Europe
1%

Key procurement categories

Key Procurement Categories	Sourcing Location
Fuel	Australia
Rail Rollingstock, associated parts and servicing	Australia & China
Rail infrastructure and railway access	Australia
Road freight services	Australia
Road trailing equipment and associated parts	Australia
Property and construction services	Australia
Labour hire	Australia
Technology and telecommunications	Australia, USA and Europe
Personal protective equipment (PPE) / Uniforms and workwear	Australia
Cleaning and facilities services	Australia

3. Criterion 3: Risks

3.1 Our Governance Framework

Our Board of Directors and Executive Leadership Team are dedicated to promoting and maintaining a high standard of corporate governance.

Core responsibilities for managing modern slavery risks sit with:

Role	Responsibility
Board / Directors	Oversight and approval
Managing Director	Executive accountability
Executive Leadership Team	Monitoring and implementation
Procurement and CFO	Supplier due diligence
People & Culture	Workforce risk management
Legal Compliance and Health & Safety	Policy and legislative compliance



3.2 Governance Activities

Our modern slavery framework is supported by various standards and procedures that govern our approach. These include but are not limited to:

- Supplier Terms & Conditions
- Procurement Policy
- HR related policies – Recruitment, Code of Conduct, Workplace Behaviour

3.3 Modern Slavery Risks

SCT recognises that modern slavery risks may arise within both our operations and supply chain.



3.4 Risks Within Our Operations

SCT recognises that modern slavery risks may arise within workforce practices, particularly where vulnerable workers, labour hire arrangements, temporary labour or third-party service providers are engaged. Based on SCT's direct employment model, workforce governance, policy framework and onboarding controls, the risk of modern slavery within our direct operations.

The majority of SCT's workforce is engaged directly through permanent employment, Enterprise Agreements and Common Law Contracts. These arrangements are supported by established recruitment, onboarding, payroll, workplace behaviour, safety and grievance processes.

All SCT employees are required to have valid working rights, which are verified during the recruitment process, including through the VEVO portal where applicable.

New employees complete onboarding and induction activities covering SCT's Code of Conduct, safety requirements, workplace behaviour expectations and inclusive workplace standards.

SCT's labour hire contracts include embedded modern slavery requirements, requiring labour hire providers to comply with applicable laws and support SCT's expectations regarding ethical labour practices, worker protections and the prevention of forced labour, exploitation and other forms of modern slavery.

Modern slavery awareness training modules are scheduled for rollout during FY2026–FY2027 to further strengthen employee awareness and reporting capability.

3.5 Risks Within Our Supply Chain

We acknowledge that there are risks of modern slavery in our supply chain. This includes goods and services we acquire. These risks depend largely on where the goods are manufactured and the conditions of employment in those locations.

We apply a risk based approach to identifying modern slavery risks in our supply chain. The following, determined through assessment are considered high risk:

- Where procurement spend is considered material. This includes:
  - Fuel,
  - Rail Rollingstock, associated parts and servicing,
  - Road Freight Services.



4. Criterion 4: Actions Taken

4.1 Actions Taken

SCT has taken the following steps to address identified modern slavery risks:

01

Tender respondents are required to provide their Modern Slavery Statement, relevant policies and any applicable accreditations.

02

This information is reviewed as part of the tender evaluation process.

03

Where improvement actions are identified, SCT works with suppliers to address and remediate them.

As 98% of SCT's suppliers are Australian-based and governed by the Fair Work Act, SCT considers these actions proportionate to the level of risk.



5. Criterion 5: Assessing Effectiveness

SCT evaluates the effectiveness of its modern slavery program through:

Supply Chain

- High-risk suppliers identified during tender evaluation, with actions and dates to remediate.

Workforce

- Modern Slavery Awareness Training.

Governance

- High-risk suppliers reported to board level.
- Training completions rates reported to board level.



Outcomes FY2025-2026

Measure	Result
High-risk suppliers identified	0%
Suppliers Remediated	0%

SCT identified no confirmed instances of modern slavery within its operations during FY2025-2026.

Continuous Improvement Priorities FY2026-2027

SCT will focus on:

- Periodic review of Procurement Policy.
- Distribute bi-annual awareness training to relevant employees.

6. Criterion 6: Consultation

In preparing this statement, SCT consulted with:

Executive Leadership Team	Procurement	People & Culture	Rail Operations
Property	Finance	Legal	Compliance

7. Criterion 7: Other Information

Approval

This Statement was approved by the Board of Directors of SCT Group Holdings Pty Ltd on 11/09/2026.

Geoff Smith
Managing Director
SCT Logistics

