

AUSTRALIA MODERN SLAVERY STATEMENT

This document is submitted pursuant to Section 13 of the Modern Slavery Act 2018 (the "Act") for Fiscal Year ending 31 December 2024.

Overview

Expeditors International Pty Ltd. ("We", "Our" or "Expeditors Australia") (ABN 79 003 337 282) has zero tolerance for slavery and human trafficking and is committed to ensuring that such practices are not in any part of our business or that of our service providers. Expeditors Australia does not tolerate abuses of applicable labor standards, including any forced, bonded, or compulsory labor or any employment of workers below the minimum legal age of employment.

Structure and Operations

Expeditors Australia is a company incorporated and registered in New South Wales, Australia. Expeditors

Australia is a part of the Expeditors group of companies ("Expeditors") and is the direct subsidiary of Expeditors International of Washington, Inc. Expeditors International of Washington, Inc. is a public corporation trading on the New York Stock Exchange (NYSE: EXPD) and has its head office in the State of Washington, United States. Expeditors provides a full suite of global logistics services, including air, ocean, and ground freight, consolidation and forwarding, customs brokerage, warehousing and distribution, purchase order management, vendor consolidation, time-definite transportation services, temperature-controlled transit, cargo insurance, specialized cargo monitoring and tracking. Expeditors Tradewin, the consultation arm of Expeditors, provides advisory services relating to customs and compliance. Expeditors has a global network of 176 district offices in over 60 countries. A list of locations in which Expeditors has its operations can be found on the Expeditors website (www.Expeditors.com).

Expeditors has approximately 18,000 employees worldwide. Expeditors Australia has approximately 265 employees hired across five branches located at Sydney, Melbourne, Perth, Brisbane, and Adelaide.

Policies

Expeditors' Code of Business Conduct establishes our expectations and creates accountability with respect to labor standards and other ethical concerns. It reflects our commitment to eliminate forced, bonded or compulsory labor within our network. A copy of the Code of Business Conduct can be found on the Expeditors website.

The Code of Business Conduct applies to all Expeditors employees and service providers.

Supply Chains

As a non-asset-based logistics service provider, Expeditors Australia subcontracts our air, ocean, and surface transportation services to airlines, steamship lines, and trucking companies that physically transport cargo. Other service providers of Expeditors Australia include warehouse operators, contingent worker service providers, and customs brokerage agencies. Expeditors Australia also engages other non-logistics service providers for security services and cleaning services.

The majority of our service providers are based in Australia. However, as part of the larger Expeditors group, some of our transportation related

service providers may be located anywhere across the Expeditors global network.

Risk of Modern Slavery Practices

Expeditors Australia subcontracts part of our transportation, warehouse, and customs brokerage-related services to third party service providers. We have identified these outsourced operations as susceptible to higher risk of modern slavery as we do not have direct line of sight of these operations and the individuals performing these services.

Expeditors Australia mitigates these risks by having a dedicated supplier management team and a well-established supplier management program. As part of Expeditors Australia's supplier management program, all new

service providers are required to complete a stringent on-boarding process, including on-site audits and due diligence checks. Existing suppliers are also subject to periodic on-site audits and reviews. Expeditors personnel conducting audits and due diligence checks are trained to identify red flags and potential violations of labor laws, including modern slavery. Furthermore, all service providers are required to sign a Compliance Certificate on an annual basis to affirm their commitment to compliance with relevant laws and regulations.

Due Diligence and Remediation Processes

Expeditors Australia manages the risk of modern slavery in our supply chain by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor for and avoid modern slavery in all environments in which we operate in, regardless of whether the environment or the suppliers with whom we work are more or less vulnerable to modern slavery.

Approved transportation, warehouse, and customs brokerage-related service providers are required to certify their compliance with all applicable laws, regulations, and our Code of Business Conduct. These providers are also subject to a risk-based due diligence process as part of the determination regarding whether they are eligible to enter into a commercial relationship with Expeditors. Once such a third-party service provider is approved, they are subject to continued monitoring and recertification.

As part of our contracting process, we include prohibitions against the use of forced, compulsory or trafficked labor, and we expect that our suppliers will hold their own suppliers to the same high standards.

To ensure a high level of understanding of the risks of modern slavery in our supply chains and our business, we provide mandatory anti-human trafficking training to all our employees. As at the date of this statement, 100% of Expeditors Australia's employees have completed the anti-human trafficking training. This training is repeated on an annual basis.

Expeditors also provides a helpline, operated by an independent service provider, that enables anyone to report anonymously any known or suspected modern slavery practices. Employees, directors, and officers of Expeditors Australia and third parties acting on behalf of Expeditors Australia are encouraged to report any known or suspected violation of our Code of Business Conduct, including any abuse of applicable labor standards and, specifically, any suspected instance of forced, bonded, or compulsory labor or employment of workers below the minimum legal age of employment. All reported violations are investigated and dealt with in accordance with Expeditors' global policies.

Effectiveness in Combating Modern Slavery

Expeditors Australia continues to assess the effectiveness of our efforts to eradicate modern slavery within our organization by doing the following:

- monitoring our service providers and our branches through audits and incident reporting;

- considering trends of grievances and complaints received through our anonymous helpline; and
- encouraging our employees to provide feedback and suggestions through our Open Door Policy.

Consultation with other Entities

Expeditors Australia does not own or control any other entities. Accordingly, the process of consultation referred to in Section 16(1)(f) of the Act does not apply.

Plans for the Next Reporting Year

Over the next year, Expeditors Australia will review and update our due diligence processes to ensure they remain effective in managing modern slavery risks in our supply chain.

This statement was approved by Expeditors International Pty Ltd.'s Board on 26 June 2024.

Signed:



Grant Cusack
Director, Expeditors International Pty. Ltd.
Regional Vice President, South Pacific