



Modern Slavery Statement 2024



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1. OUR BUSINESS

Team Global Express (**TGE**) is a \$3.75 billion logistics solutions company backed by Allegro Funds, Australia's most awarded transformation and turnaround private equity firm, following its acquisition from Toll Group in 2021. To achieve our vision of becoming a market-leading logistics solutions partner, we've moved from a network-based focus towards a customer-centric strategy to offer differentiated products based on our scale, speed, and experience.

Our strong commitment to the environment and the communities in which we operate drives our ESG focus to become industry-leading and sustainable. We also help transform the sector alongside our partners, suppliers, and customers through shared learnings and new initiatives.

With customers at the heart of our business and an unrivalled multimodal network, we are working as a united team to become the most sustainable logistics solutions partner in Australia and New Zealand.



FY23 Sustainability

2.REPORTING ENTITIES & STRUCTURE

This Modern Slavery Statement (**Statement**) is a joint statement made by Team Global Express Pty Limited in respect of the reporting period 1 April 2023 ending 31 March 2024 for the following reporting entities:

- Australian Parcels Group Pty Ltd (ACN 649 001 409), the parent company of the Australian Parcels Group
- Australian Parcels Pty Ltd (ACN 649 001 418), which holds 100% of the share capital of Team Global Express Pty Ltd; and
- Team Global Express Pty Ltd (ACN 084 157 666), the main operating company within the Australian Parcels Group.

(the above together referred to as the **Australian Parcels Group**).

For the purposes of this Statement, TGE refers to the Australian Parcels Group.

Each reporting entity is an Australian private company, with its registered office at Level 15, 380 St Kilda Road, Melbourne VIC 3004.

This Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (the "**Act**") and outlines the actions taken by TGE to identify and address modern slavery risks across our supply chain and operations. It also outlines our plans for the next reporting period. This Statement has not been externally assured. This Statement has been reviewed for legal compliance. This Statement was approved by the TGE Board on 12 September 2024 on behalf of itself and the other reporting entities listed above and has been signed by the Chairman and Group Chief Executive Officer.

3.OUR ESG APPROACH

At TGE, we understand that our long-term success centres on our commitment to sustainable operations. As part of this focus, we are leading the way in sustainable solutions by implementing innovative technologies and practices that reduce our carbon footprint and promote greater resource efficiency. We recognise the importance of diversity in our workforce and are actively encouraging inclusive practices, promoting gender equality, and creating a

program to deliver support to Indigenous communities. Additionally, our strong commitment to safety will ensure the wellbeing of our employees, customers, and the communities we operate in across Australia and New Zealand. We are proud to champion regional and remote communities by investing in infrastructure development and fostering economic growth in these areas. Through these initiatives, we strive to create a sustainable future for our business and the communities we serve.

This is how our ESG focus areas align with the United Nations Sustainable Development Goals:



4. Our Operations and Supply Chain

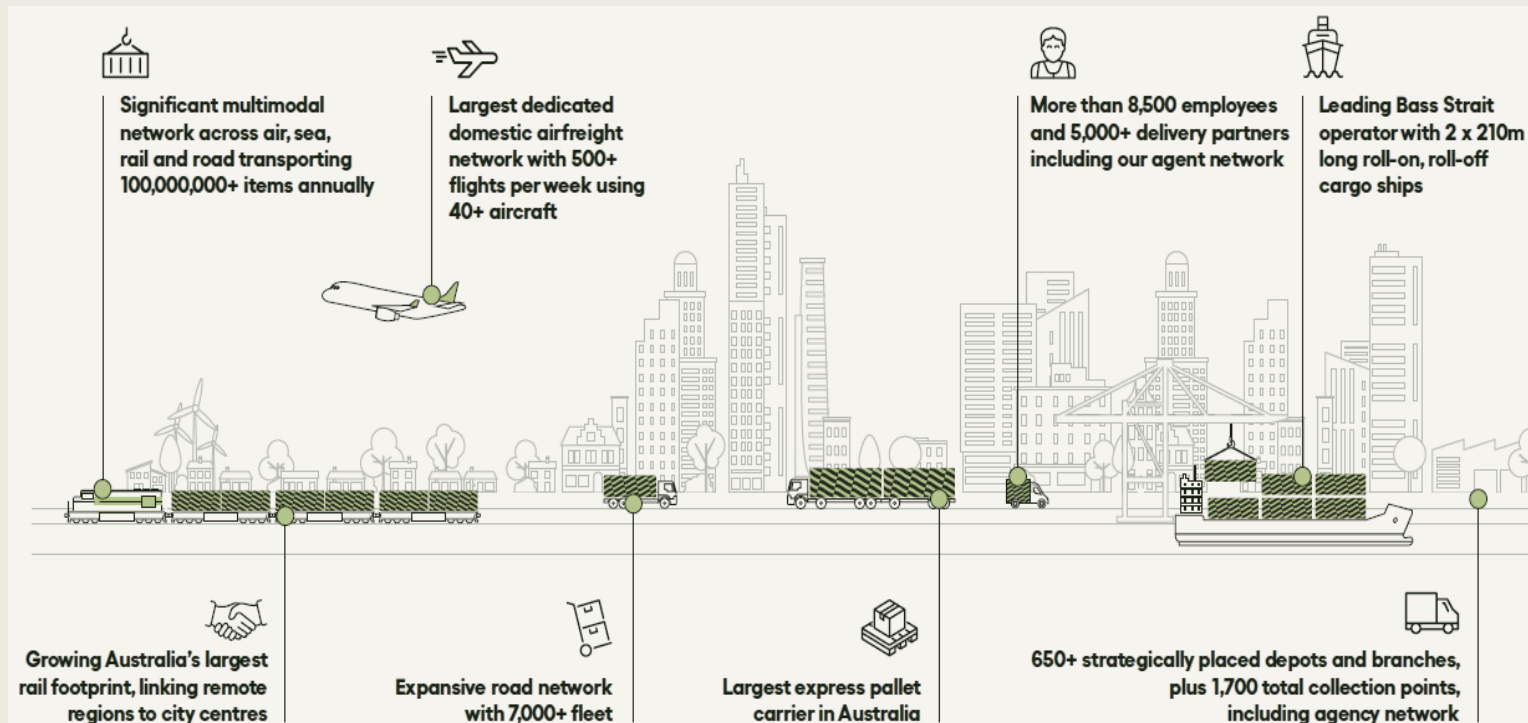
4.1. Operations

TGE offers unique, innovative, and tailored solutions across road, rail, air, and sea, providing transport, logistics, and business solutions to our customers across Australia and New Zealand. TGE comprises the following business units: Intermodal and Specialised, including Linehaul, Palletised Express, Express Parcels, Courier, Tasmania and New Zealand¹

As of 31st March 2024, our total direct workforce in Australia was 7844 employees and of that, 78% were male and 22% were female. The total number of our casual workforce as of 31st March 2024 was 1213 employees and of that, 88% were male and 12% were female.

4.2. Our Network

Team Global Express has significant scale, reach, and speed, with a network spanning Australia and New Zealand that enables flexible delivery solutions to communities right across this extensive landscape. With a strong focus on sustainability and social responsibility, we strive to minimise our environmental impact and contribute to the communities where we operate.



¹ The services are provided by companies incorporated in New Zealand that are not reporting entities for the purposes of the Act. The New Zealand companies do not carry on business in Australia.

4.3. Supply Chain

Across our multimodal logistics network, we work with an extensive system of suppliers, subcontractors, and agents. During the reporting period, our reporting entities procured approximately \$2.4 billion of goods and services from approximately 7000 direct suppliers along with approximately 3805 subcontractors. Approximately 99.5% of the total spend from our reporting entities was with direct suppliers located in Australia, with our highest spend category being Contracted Freight Services. We acknowledge that our direct suppliers may have operations in - or may source goods or services from - other jurisdictions which may have a higher risk for modern slavery.

TGE's procurement arrangements for the reporting period include the acquisition of products and services such as logistics subcontractors, agency labour, trucks, fuel, tyres, safety equipment, IT equipment, personal equipment, clothing (uniforms), stationery, cleaning, wrapping/packaging and hardware/software.

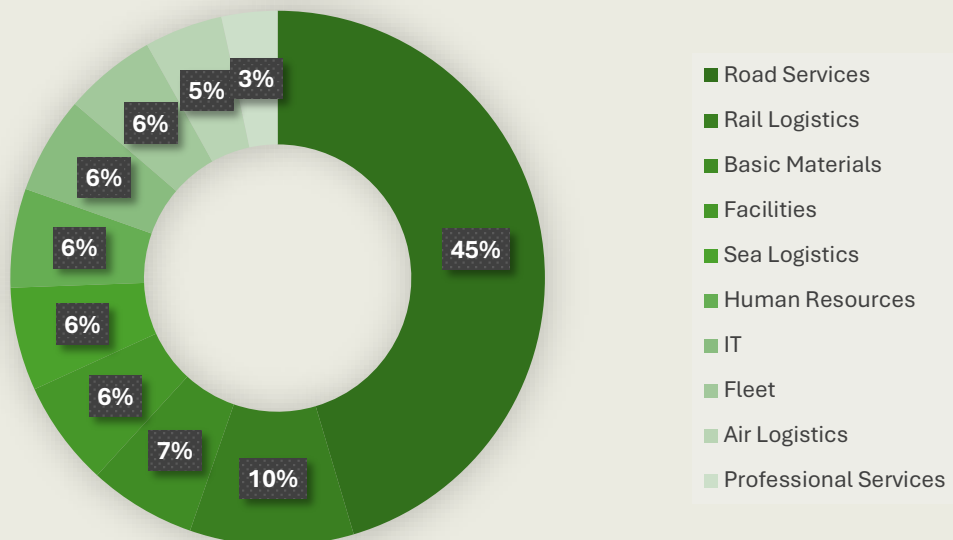
App.
\$2.4B
 in annual managed spend

App.
7000
 direct suppliers

App.
3805
 Subcontractors

App.
99.5%
 Suppliers located in Australia

FY24 SPEND BY CATEGORY



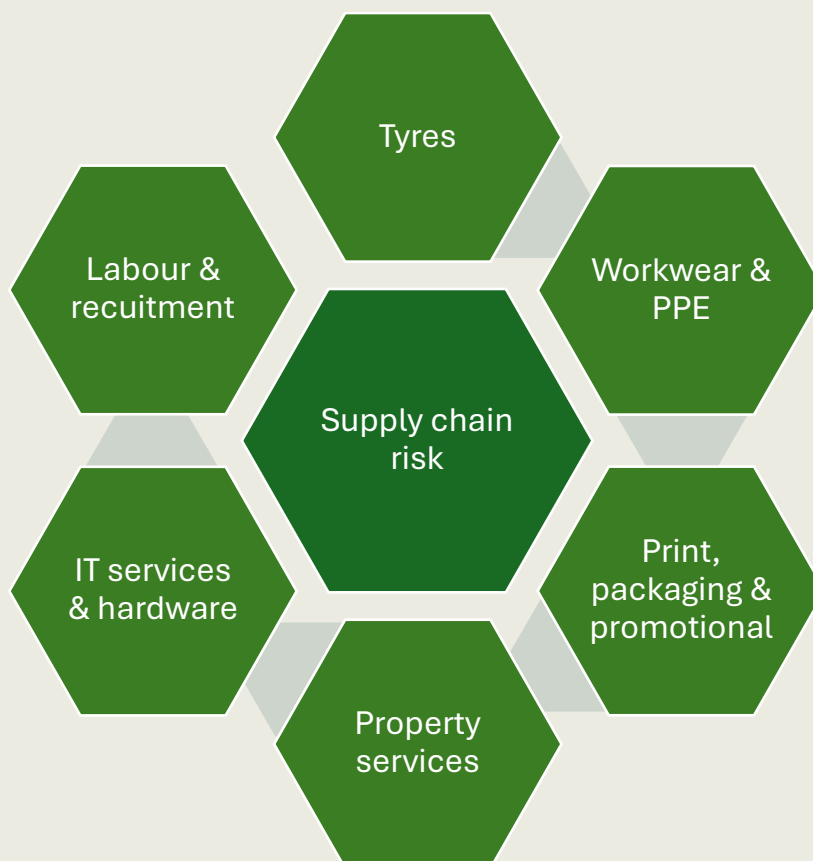
5.OUR RISKS

5.1. Operational Risk

We consider the risk of modern slavery in our direct workforce to be lower than that of our supply chain. The direct employees of our reporting entities are based in Australia and are engaged under employment contracts or, for relevant frontline employees, Enterprise Bargaining Agreements approved by the Fair Work Commission. The applicable laws and employment standards govern all employment arrangements and meet these requirements at an absolute minimum.

5.2. Supply chain risk

In line with the UN Guiding Principles on Business and Human Rights ("UNGPs") and the Australian Government's guidance for compliance with the Act, TGE took the opportunity during the reporting period to understand and manage our modern slavery risks more deeply through the full extent of our supply chain. We identified the categories of suppliers perceived to have a heightened modern slavery risk. We understand that we could also face modern slavery risks through our customer network by transporting or storing items produced using modern slavery. The following supplier categories were identified to have an indicative inherent modern slavery risk in our supply chain.



6. OUR ACTIONS

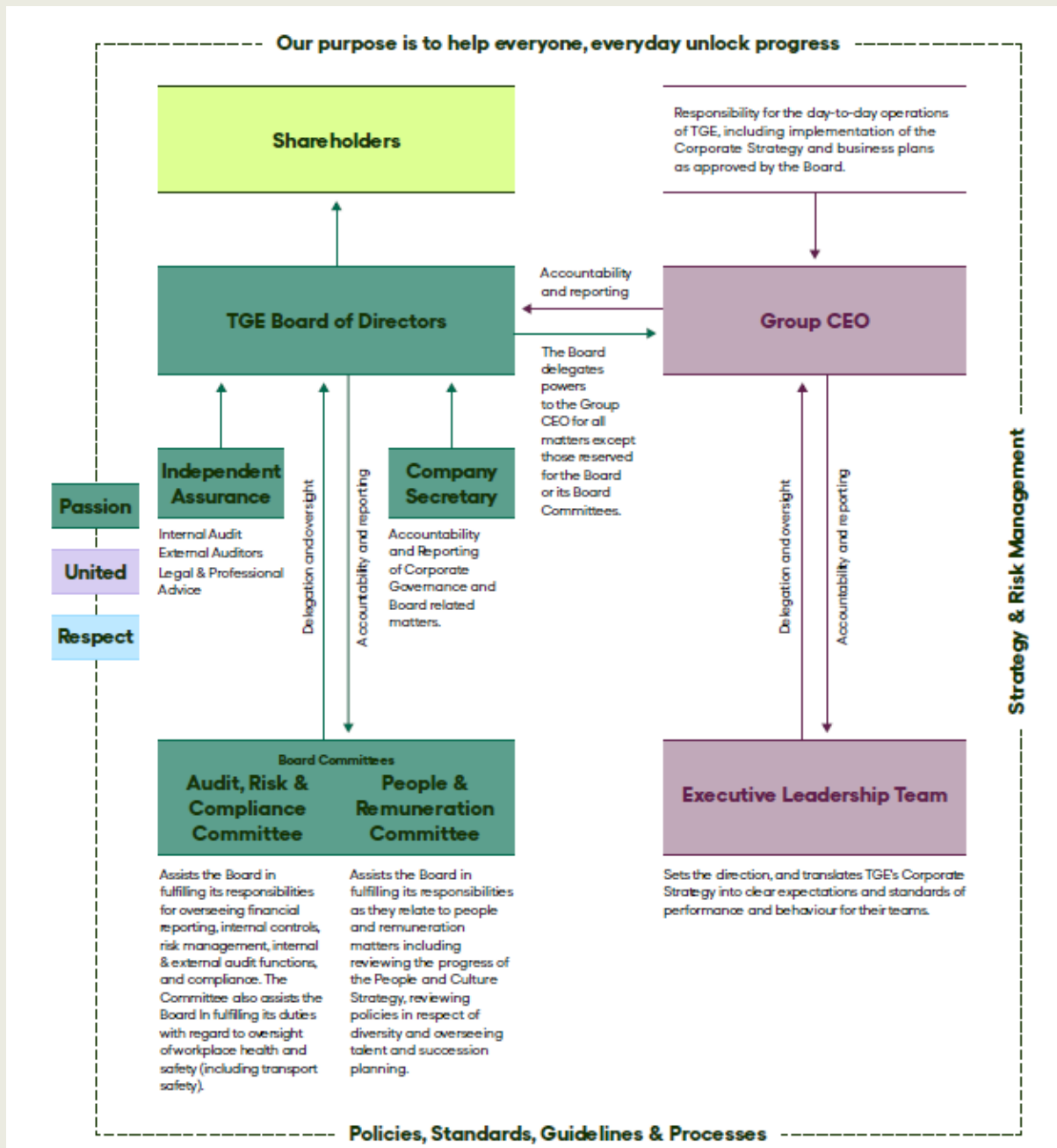
6.1. Policies and Governance

We are committed to the highest standards of ethical behaviour in the conduct of our business dealings. We have in place a range of policies and practices that set the standard of behaviour expected of directors, employees, contractors, and third parties (where applicable).

The Board is responsible for corporate governance at TGE, and actively demonstrates behaviours that are aligned with TGE's values.

The Board is governed by a Constitution and Board Charter which sets out the Board's authority, responsibilities, membership criteria and the agreed principles by which it operates. These documents, together with Committee Charters and a Delegation of Authority, establish the relationship between the Board and Management.

Our Audit, Risk & Compliance Committee (**ARCC**) oversees all risks, including workplace safety, health, environment, sustainability and modern slavery risks. The ARCC meets quarterly, and its Charter was refreshed in March 2024 to reflect best practices and stakeholder expectations.



Below is a summary of the key policies relating to our specific management of modern slavery. These policies are available on our intranet and can be accessed by all employees. They are reviewed every two years. Our Code of Conduct is also available on TGE's internet site and is provided along with other relevant policies for customers and suppliers where applicable.

- **Anti-Human Trafficking and Modern Slavery Policy**

This policy sets out our respect for ethical labour practices and values and our zero-tolerance approach to any form of modern slavery in our operations and supply chain.

- **Fraud, Anti-bribery and Corruption Policy**

This policy sets out our zero tolerance of bribery and corruption and outlines the expectations of directors, employees and third parties to act in accordance with the highest standards of ethical behaviour and to not engage in, and actively prevent, all forms of bribery and corruption.

- **Diversity, Inclusion and Equal Employment Opportunity Policy**

This policy sets out our commitment to creating and promoting a fair and inclusive workplace promoting diversity, inclusion and equal workforce participation.

- **Workplace Behaviours Policy**

This policy set out the minimum standard of behaviours expected of employees and contractors.

- **Whistleblower Policy**

This policy sets out our commitment to identifying and addressing misconduct, including suspected or actual contraventions of human rights, and encourages the reporting of such conduct safely, securely and without fear of detriment. Throughout the reporting period, an independent hotline was available for the reporting of misconduct with processes in place for the investigation of those reports.

- **Health, Safety and Wellbeing Policy**

This policy sets out our commitment to the health, safety, and wellbeing of our people, customers, and the communities in which we serve.

- **Procurement Policy Framework**

Our Ethical Sourcing Policy aligns with key internationally recognised frameworks and instruments, including the Universal Declaration of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, and UNGPs. It sets clear standards for suppliers regarding modern slavery and decent work.

6.2. Employee Code of Conduct

Our Core Values – Passion, United, and Respect – are at the heart of everything we do, and the integrity with which we conduct our business speaks to the character of our team and the reliability of our products and services. It is our commitment to doing the right thing that sets us apart.

The TGE Code of Conduct serves as a guiding principle for our actions, ensuring that we uphold ethical standards and make responsible decisions. By adhering to this Code, we create a transparent and supportive environment, fostering trust amongst our team and strengthening our relationships with our customers, partners and our communities.

This code covers modern slavery and human rights requirements and is available on our intranet, which all employees can readily access. All employees have been trained on this code of conduct.

6.3. Freedom of Association

We comply with our obligations under relevant industrial laws and instruments in relation to Freedom of Association in the workplace by ensuring that workers are free to become, or not become, members of industrial associations, are free to be represented, or not represented, by industrial associations, and are free to participate, or not participate, in lawful industrial activities.

6.4. Working Conditions

6.4.1. Remuneration and benefits

We compensate our employees relative to local industry and labour market and minimum wage legislation and in accordance with terms of applicable enterprise bargaining agreements, where they exist. We pay workers in a timely manner and clearly convey the basis on which workers are being paid.

6.4.2. Working hours

We comply with all applicable local laws regarding working hours including overtime, rest breaks, and paid leave entitlement accruals.

6.4.3. Workplace Health & Safety

The safety, health, and well-being of our Workers is of utmost importance. In adherence with our Workplace Health, Safety, and Wellbeing Policy, statutory regulations, and industry standards, we provide a work environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent accidents, injuries, and work-related illnesses.

In our offices, we have trained first aid attendees along with mental health first aiders to assist their colleagues. In addition to this, we have partnered with Sonder, R U Okay, and Healthy Heads in Trucks and Sheds programs to assist our employees and share best practices in this space.

6.4.4. Wellbeing support (Sonder)

TGE partnered with Sonder to offer well being support to our employees. Our employees can access 24/7 confidential health and safety support anywhere, wherever they need free of charge.

Your 24/7 support network.

Team Global Express has partnered with Sonder to connect you with confidential health and safety support from anywhere, whenever you need - free of charge.

24/7 human support through chat and phone

Connect with our team of registered nurses, psychologists, doctors, professional safety experts at any time. The Sonder support team is there to provide advice & support, confidentially - in English or in your preferred language.

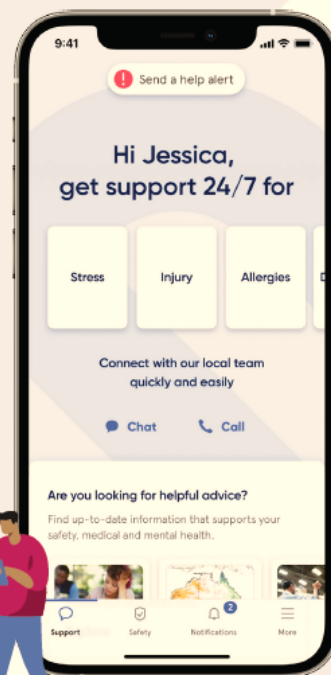
Confidential care and advice

No issue is too big or too small. You can feel secure knowing everything you talk about is completely confidential and will not be shared with anyone.

Real-time, location-based safety features

Sonder's suite of safety features is available to ensure that you are safe - wherever you are.

- Safety alerts will notify you of any potential health and security threats, adverse weather, and transportation disruptions close by - in real-time.
- Going to an unfamiliar place or meeting someone for the first time? "Check on Me" and "Track My Journey" will make sure you get to your destination safely.



Download the Sonder app now



6.5. Diversity and Inclusion



As a leading multi-modal logistics provider, TGE has an unrivalled network, travelling the far-reaching and contrasting landscapes of Australia and New Zealand to deliver to our customers' diverse needs. We bring innovative and cutting-edge solutions, aiming to be as sustainable as possible, and our goal is to reflect the communities in which we operate.

We unlock innovation and perform at our peak through our commitment to an inclusive and safe workplace where everyone can be themselves. This workplace reflects and recognises the diversity of our people and our communities, and as such, diversity and inclusion at TGE are intrinsically linked to our values and our way of being:

- **Share a Passion for Success** – We seek, listen and act on diverse ideas and experiences. Through open and inclusive communication, active listening, and sharing different perspectives, we drive success and unlock innovation to meet our customers' needs.
- **Serve together as a United Team** – We value collaboration and teamwork that leverage diverse teams' strengths. By listening and valuing everyone's contribution, we work effectively together to reach our goals.

- **Respect Everyone** – We create inclusive workplaces where everyone from our communities wants to work and feel safe and supported to bring our whole selves to work. Where we are all valued, respected, and empowered to contribute. Through our partnerships and actions, we respect the diverse landscapes we travel across, the many environments and communities we operate, and the diversity of our customers and their needs.

We believe that our people are the greatest asset behind our success. We're committed to creating safe, inclusive spaces for all our people to thrive, with open learning opportunities so that they can grow and develop their careers within TGE and beyond.

Our strategy focuses on four core pillars that will unlock innovation and, in turn, will be what makes us a leader:

- Data - building our visibility and transparency; understanding the 'what' and 'where'.
- Inclusion - increasing the belonging and safety for our people to feel comfortable with who they are.
- Women - Growing the representation of women with a focus on operations.
- First Nations - Being an employer that supports and fosters the relationships with indigenous communities and supports the communities in which we operate.

6.6. Supplier code of conduct

The TGE Supplier Code of Conduct ("Supplier Code") sets out the behaviours that TGE expects from suppliers. This includes TGE's expectation that our suppliers will act with respect and comply with all applicable employment and workplace laws and regulations, including modern slavery, labour and child labour laws.

The Supplier Code reserves TGE's right to audit suppliers and their operations. If a supplier fails to act consistently with the supplier code or specific contractual obligations, this may result in remedial action or termination of a contract.

6.7. TGE Modern slavery gap assessment and roadmap

Our initial modern slavery hotspot analysis and gap assessment was completed at the end of 2022, and we are now in the process of completing our three-year road map. In 2023, we addressed the identified gaps in our internal policies and procedures. In 2024, our focus has been on strengthening our supplier and subcontractor due diligence. Further information and action regarding our due diligence framework can be found below.

Team Global Express

Modern Slavery Gap Analysis and Roadmap Report

January 2023

This year's roadmap included the actions below:

- Developing a standalone Human Rights policy for approval by the Board
- Reviewing supplier contracts and related documents to include modern slavery-related requirements
- Increasing the awareness of modern slavery and human rights (through refresher training)

6.8. Modern Slavery Working Group

After the previously conducted hotspot analysis and gap assessment, we created a Working Group to focus on our modern slavery risk management framework. We have a quarterly meeting with representatives from all of the relevant stakeholders, such as HR, Legal, Procurement, ESG. We take the opportunity in these meetings to measure our progress, using both quantitative and qualitative indicators.

6.9. ESG Due Diligence Assessment

TGE has developed a comprehensive ESG due diligence assessment consisting of modern slavery-related requirements to screen and evaluate potential and ongoing suppliers.

Our initial focus has been on our tier-one high-risk suppliers which were identified by the supply chain hotspot analysis. All new suppliers or potential suppliers must also submit a response to be evaluated.

The TGE modern slavery survey has been developed to identify specific supplier-based modern slavery risks, especially for local suppliers. This will also collect relevant data to conduct the supplier risk assessment.

6.10. Grievance and Remediation

TGE is committed to identifying and addressing misconduct and encourages whistleblowers to report such conduct safely, securely and without fear of detriment.

Our Whistleblower Policy is encouraging eligible whistleblowers to raise concerns of actual or suspected misconduct in relation to TGE's operations and supply chain.

TGE exercises its discretion to address disclosures made in accordance with the whistleblower policy even if they are not covered by the national Whistleblower Protection Regime.

6.11. Contractor Prequalification Platform

TGE has introduced a contractor prequalification platform with the support of an external service provider, Avetta.

We are in the process of onboarding all of our existing contractors to this platform, which incorporates pre-qualification requirements regarding modern slavery and human rights.

This platform will be used to collect, evaluate, and respond to contractor-related modern slavery requirements. As of July 2024, 541 subcontractors were onboarded to the system.

6.12. Training and Awareness

As part of TGE's modern slavery risk assessment, we conducted an awareness-raising campaign for all relevant stakeholders within TGE, covering Procurement, Legal, Sales and Marketing, ESG, and other functions.

We also frequently conduct refresher training targeting relevant groups. During the reporting period, we trained 292 people who are actively engaged in parts of the industry that may be subjected to modern slavery-related incidents.

TGE has developed an internal modern slavery training module that is in our internal HR platform (Workday) and can be accessed by every employee.

7. Effectiveness of actions being taken to assess and address modern slavery risks

We recognise the importance of assessing the effectiveness of our company's Anti-Modern Slavery actions.

We are committed to maintaining effective systems to identify, assess, respond to and proactively manage modern slavery risks in accordance with relevant legislation, international human rights standards, regulatory obligations, shareholder expectations and good corporate governance principles.

The Modern Slavery Working Group is integral to monitoring our actions and their effectiveness. We have introduced both qualitative and quantitative indicators to assess this performance.

The TGE Whistleblower Hotline, which is available 24/7, also offers a protected channel to employees who may use it to report compliance violations.

Identifying and managing non-compliance issues are essential to supporting our implementation of certain corporate governance principles and standards, including the specific provisions in the fight against human rights violations, modern slavery, corruption, and criminal law.

8. Future program of work

As described above, TGE has created a three-year Modern Slavery Road Map.

We are committed to achieving this roadmap and strengthening our modern slavery risk management framework, focusing on such areas as:

- prioritising our actions to address the inherent modern slavery risks identified in our supply chain
- developing and rolling out a modern slavery capacity-building program for our employees
- partnering with relevant industry associations to share best practices and knowledge
- working and partnering with national and international modern slavery and human rights-related organisations
- conducting third-party audits on our suppliers (phase 1 – suppliers in identified supply chain hotspots)
- Identifying and implementing a system to assess supply chain modern slavery risk (including existing supplier base)

In particular, we have identified three core pillars to drive our commitment to a Responsible Supply Chain: Governance, Social Responsibility and Environmental Sustainability. Underpinning these pillars are our commitments to the UN Human Rights Charter and Modern Slavery Act, our carbon footprint minimization commitment and our overarching corporate social responsibilities.

9.Consultation and approval

This Statement was prepared in consultation with each reporting entity and the entities they own and control.

This Statement was approved by the Board of Australian Parcels Group Pty Ltd for the Australian Parcels Group (as the higher entity for the reporting entities within each group within the meaning of the Act).



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Christine Holgate

Director

Australian Parcels Group