Modern Slavery Statement

Financial year ended 30 June 2025

Transport Refrigeration Services Pty Ltd
ABN 77 002 086 697

Statement at a glance

Reporting entity	Reporting period	Revenue	Structure
Transport Refrigeration Services Pty Ltd ABN 77 002 086 697	1 July 2024 to 30 June 2025	$100m - $200m	Single entity

Our commitment

TRS is committed to identifying, assessing and addressing modern slavery risks in its operations and supply chains through proportionate, risk-based supplier due diligence and continuous improvement.

This statement is made by Transport Refrigeration Services Pty Ltd (TRS) under the Modern Slavery Act 2018 (Cth) for the financial year ended 30 June 2025. TRS had consolidated revenue of $100m to $200m million during the reporting period.

1. Reporting entity

Transport Refrigeration Services Pty Ltd, ABN 77 002 086 697, is an Australian privately owned company headquartered in Huntingwood, New South Wales. TRS operates as a single legal entity and does not own or control other entities for the purpose of this statement.

2. Structure, operations and workforce

TRS specialises in refrigerated transport systems, truck bodies and bus air-conditioning, including equipment supply, installation, servicing, maintenance and related technical support. TRS supports logistics, cold-chain, fleet and passenger transport customers across Australia.

During FY25, TRS employed between 100 and 200 people. Employees were directly employed by TRS in Australia. TRS did not use labour-hire personnel during the reporting period.

3. Supply chains

TRS purchases refrigeration equipment, components, fabricated products, vehicle-related equipment, spare parts, consumables and business services from Australian and international suppliers. International products are imported from Italy, China, Spain, Germany, the United States of America and Ireland, including Galway.

Supply category	Typical exposure considered
Refrigeration equipment and parts	Manufacturing, component sourcing and upstream raw materials
Truck body and fabricated components	Metal fabrication, coatings, hardware and imported subcomponents
Bus air-conditioning equipment and parts	Manufacturing, electronics and component supply chains

Supply category	Typical exposure considered
Local volume suppliers	Potential use of imported products or extended upstream supply chains
Professional and business services	Generally lower product-related exposure, assessed proportionately

4. Modern slavery risk assessment

TRS assesses risk by considering the nature of the goods or services supplied, country of origin, manufacturing and labour intensity, use of imported products, supplier significance and the visibility TRS has over upstream supply chains.

TRS considers its more material potential exposure to modern slavery to be indirect and upstream, particularly in the manufacture of equipment, electronics, fabricated products and components. Potential forms of modern slavery considered include forced labour, debt bondage, deceptive recruitment, trafficking in persons, the worst forms of child labour and other severe labour exploitation.

TRS considers the risk within its direct Australian workforce to be lower because employees are directly employed in Australia and TRS does not use labour hire. This does not remove the need for ongoing monitoring, accessible reporting channels and compliance with workplace obligations.

5. Actions taken during FY25

5.1 Governance and policies

- Maintained the TRS Modern Slavery Policy, which sets expectations for employees, contractors, and suppliers.
- Maintained a Procurement Policy, approved supplier list, credit application process and purchase order terms and conditions as elements of supplier governance.
- Maintained a Whistleblower Policy and reporting pathway for concerns or suspected misconduct.
- Used the supplier audit process within the TRS Quality Management System as the foundation for broader supplier assurance.

5.2 International supplier reviews

TRS reviewed key international suppliers during or in connection with its supplier assurance activities. Review activities included consideration of supplier operations, site visits, and available governance documentation, as applicable.

Supplier	Due diligence undertaken	FY25 outcome
Thermo King	Reviewed its Code of Conduct and operations.	No modern slavery concerns identified.
Govi	Visited and reviewed supplier operations.	No modern slavery concerns identified.

Supplier	Due diligence undertaken	FY25 outcome
IFAC	Visited and reviewed supplier operations.	No modern slavery concerns identified.
Anteo	Visited and reviewed supplier operations.	No modern slavery concerns identified.

These reviews provide TRS with direct visibility over important international suppliers. They do not eliminate all risk in extended upstream supply chains, and TRS will continue to apply proportionate, risk-based review processes.

5.3 Local supplier review program

TRS commenced planning to broaden supplier reviews for local suppliers that use imported products or represent significant supply volume. The program is intended to prioritise suppliers with greater potential upstream exposure and suppliers' material to TRS operations.

6. Assessing effectiveness

TRS assessed the effectiveness of its FY25 approach using the information available through supplier reviews, site visits, supplier governance documents, the approved supplier framework, Quality Management System audit processes and internal reporting channels.

No reported or suspected instances of modern slavery were identified within TRS operations or supply chains during FY25. TRS recognises that the absence of identified incidents is not, by itself, proof that no risk exists. Effectiveness will therefore be assessed progressively through stronger supplier information, documented review outcomes, and follow-up of identified gaps.

7. Two-year improvement program

TRS has adopted a staged improvement program across FY26 and FY27. The program reflects the need to embed sustainable controls into existing procurement and Quality Management System processes.

Initiative	FY26 focus	FY27 focus / intended outcome
Supplier questionnaire	Develop and commence use of a modern slavery and ethical sourcing questionnaire for priority suppliers.	Expand use across relevant volume suppliers and suppliers using imported products; review and follow up responses.
Supplier Code of Conduct	Develop a TRS Supplier Code of Conduct setting minimum ethical, labour, safety and reporting expectations.	Implement within supplier engagement and communicate to priority suppliers.
QMS supplier audits	Broaden the existing supplier audit process to include modern slavery risk indicators and evidence requirements.	Embed the expanded criteria in scheduled supplier audits and record corrective actions where required.

Initiative	FY26 focus	FY27 focus / intended outcome
Risk-based supplier reviews	Prioritise international suppliers, local importers and significant suppliers for review.	Monitor completion, escalate material gaps and refine supplier risk ratings.

8. Consultation

TRS is a single entity and does not own or control other entities. Accordingly, consultation with controlled entities was not required. The statement was prepared with input relevant to TRS management, procurement, operations, and Quality Management System processes.

9. Approval and signature

This statement is approved by the Directors of Transport Refrigeration Services Pty Ltd.



Daniel Wilton
Chief Executive Officer
Transport Refrigeration Services Pty Ltd

Date: 21 September 2026

Document control

Document	Reporting period	Status	Approval
FY25 Modern Slavery Statement	Year ended 30 June 2025	Approved	September 2026