



Modern Slavery Statement

A2B Australia Limited

ACN 001 958 390

Adopted by the Board on 13 December 2023

Modern Slavery Statement

1. Introduction

This Modern Slavery Statement is prepared for, and on behalf of, A2B Australia Limited (**A2B**).

It is made in accordance with the *Modern Slavery Act 2018* (Cth) and covers the period 1 July 2022 to 30 June 2023 (**Reporting Period**). It sets out the actions taken by A2B to address modern slavery and human trafficking risks in its business and supply chain during the Reporting Period.

A2B opposes slavery in all its forms. Our efforts to identify, address and minimise the risk of modern slavery in our operations and supply chains are part of a yearly evaluation and improvement cycle and are linked to our governance and operating frameworks.

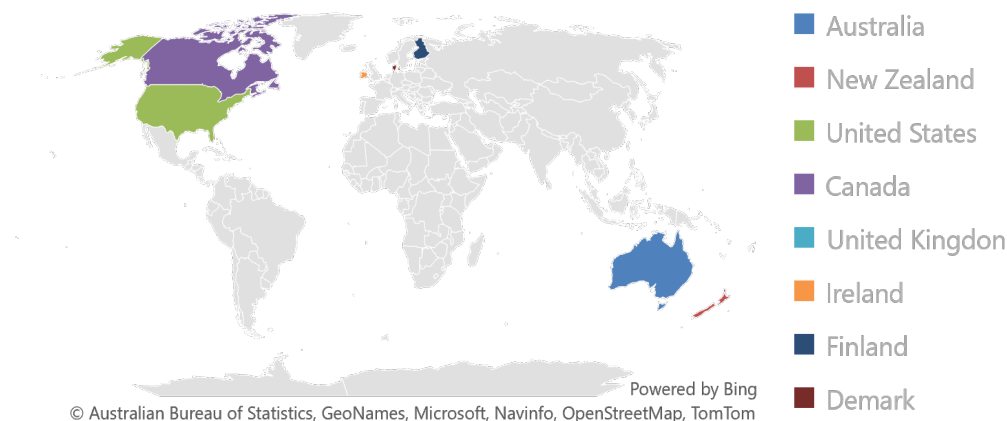
2. About A2B

A2B is an Australian ASX-listed company, headquartered in Sydney. As at the end of the Reporting Period A2B had 15 sites spread across Australia, America, Canada, United Kingdom and Europe and employs 585 staff globally. More than 97% of A2B's employees are based in Australia and their employment conditions are covered by the National Employment Standards (**NES**) which set out the 10 minimum employment entitlements that have to be provided to all employees.

In addition, over 49% of our employees are covered by modern awards or industrial agreements, which set minimum pay and conditions for specific categories of workers. The remainder of our employees have individual employment contracts, which provide additional conditions for an individual employee but cannot reduce or remove the minimum entitlements prescribed under the NES.

A2B predominantly provides payment solutions, technologies, products and support services that enable the successful operation of personal transport services and instant deliveries to its customers in Australia, New Zealand, the United States, Canada, the United Kingdom, Ireland, Finland and Denmark.

Customers by Country



A2B is made up of several wholly owned subsidiaries, all of which make up the A2B Group. All companies in the A2B Group are managed by one Executive team, follow policies and processes set by A2B and share centralised procurement, finance, legal, company secretarial functions, distribution, purchasing, marketing and sales activities.

During the Reporting Period, A2B's operations can be grouped into three categories:

- **Mobility:** A2B provides Taxi network services under brands including 13cabs and Silver Service, Maxi Taxi Champ and TaxiTech to Taxi Operators and Drivers across Australia. A2B also operates the Mantax Black Cab network in the UK city of Manchester. A2B's services include the facilitation of booking dispatch through mobile apps, web and call centre operations, instant delivery services, full Taxi fit outs, repairs to assist Operators in managing their fleets, vehicle finance, insurance to assist Operators, and the provision of Driver education, training and uniforms.
- **Mobility Platform:** Through Mobile Technologies International, A2B provides innovative dispatch and booking technology to customers in Australia, New Zealand, the United States, Canada, the United Kingdom, Finland and Denmark.
- **Payments:** Through the provision of in-vehicle and handheld payment terminals and payment processing for Taxi networks, Drivers and hire cars, A2B provides payment services under the Cabcharge, Spotto and Giraffe brands to participants in the personal transport industry. A2B also provides Passengers with a range of payment solutions to meet their personal transport needs. For Corporate Clients, A2B offers innovative products to charge Taxi expenditure on account and delivers real-time trip information that facilitates efficient management of travel expenditure under the brand Cabcharge.

During the Reporting Period, A2B implemented a new operating business model, a vision, strategy, values and purpose. A2B's new operating business model comprises B2C (13cabs taxi network) and B2B (payments, equipment and corporate) and further information on these new business units will be provided in next year's modern slavery statement.

3. Supply Chain

To facilitate A2B's operations, A2B's procurement team sources its goods and services from a variety of small, medium and larger suppliers in accordance with its Procurement Policy. A2B's direct suppliers are predominantly located in Australia, with some smaller suppliers in the United States, Netherlands and India. A2B's top 40 suppliers represent more than 57% of A2B's overall spend in FY23.

The following are the key goods and services sourced by the A2B Group during the Reporting Period:

- Dispatch Hardware - Tablets and booking devices
- Software & Hardware
- Vehicles & Associated Equipment
- Customer Products
- Insurance products
- Taxi Network and Booking Services
- Professional services (e.g. Accountants, Lawyers, Advertising Agencies)

4. Risks of modern slavery practices

A2B has considered the extent to which the A2B Group may contribute to, cause or be linked to modern slavery risks in its operations and supply chains.

The risks associated with the countries in which the A2B Group operates is considered low. The A2B Group operates predominantly in Australia with very minor operations in both North America and the United Kingdom. These countries have established laws and regulations governing employee and workers' rights affording them protection against unfair conditions resulting in A2B's operations having a relatively low modern slavery risk rating in those countries.

Further, A2B has analysed the Group's top 40 suppliers by spend, where it can be seen that approximately 90% of A2B's direct suppliers are located in Australia.

To the extent that A2B receives services from suppliers located in India, A2B has in place appropriate modern slavery protections under its contractual arrangements and has procured from that service provider a signed acknowledgement to comply with A2B's supplier code of conduct.

5. Actions taken to assess and address risks

During the Reporting Period, A2B updated A2B Group's systems and practices for assessing and addressing potential modern slavery risks in our operations and supply chain. The key systems and processes for identifying, preventing, and mitigating potential modern slavery risks in our operations and supply chains are set out below.

Due diligence

A2B operates a Modern Slavery Committee which is responsible for reviewing, assessing and addressing risks of modern slavery practices across our operations and supply chain. It is comprised of a cross-functional working group of employees with responsibility for the oversight of procurement, legal, HR and risk processes across the business.

During the Reporting Period, the Modern Slavery Committee:

- completed a review of A2B's most significant suppliers by spend across the A2B Group (comprising approximately 70% of all A2B procurement) to determine the extent to which modern slavery risks exist within its supply chain;
- distributed supplier questionnaires to key A2B suppliers;
- reviewed responses received from relevant suppliers to gauge their level of understanding of modern slavery and other human rights issues; and
- included, where possible, clauses relating to modern slavery in new supplier contracts, which require compliance with modern slavery laws and provide us with certain assurance, audit and termination rights.

Training

Modern slavery is a serious crime where individuals are subject to exploitative work practices that are a violation of human rights. This course is designed to help those in leadership, management, procurement and risk management roles involved in identifying, assessing and addressing modern slavery risks. This course defines modern slavery, describes the impacts modern slavery has on an organisation, identifies ways to mitigate the risks, and explains how to report on modern slavery within your organization's operations and supply chains. A new version of the training has been introduced which expands the scope of the learning objectives by including legal and compliance aspects and emphasizing the consequences of not addressing modern slavery risks. This makes the course not only about understanding modern slavery but also about taking specific actions and being aware of the potential legal and ethical implications for businesses.

The modern slavery training is conducted on a regular basis in A2B.

Remediation

A2B's modern slavery program is complemented by governance and operational policies applying to the A2B Group, its employees and its contractors. Those policies provide mechanisms for our people to report concerns about suspected or actual improper conduct, including in relation to modern slavery, and for us to remediate any impact of modern slavery in our operations and supply chains. An overview of A2B's governance practices is set out in our Corporate Governance Statement, contained in our Annual Report and available here: <https://www.a2baustralia.com/investor-center/reports/>.

Key policies that are directly relevant to our modern slavery program include:

- Our **Code of Conduct** on a regular basis, which enforces our expectation for our people to behave and conduct business in a manner consistent with our values. This includes compliance with any applicable policies, procedures, laws and regulations, which include those that deal with modern slavery. Breaching the Code of Conduct may result in disciplinary actions including and up to termination.
- Our **Supplier Code of Conduct** sets out our minimum standards in relation to matters including compliance with laws, human rights and humane treatment of workers, wages, benefits and working hours, and ethical business practices. We expect our suppliers, whether directly or through their supply chain, to conduct themselves in accordance with that Code and implement suitable management systems and processes.
- Our **Speak Up Policy** encourages people (including our employees and suppliers) to speak up if they become aware of potential misconduct and to promote a workplace environment in which everyone feels safe, supported and encouraged to do so. Reports may be made anonymously.
- Our **Anti-Bribery and Corruption Policy** sets out the A2B Group's commitment to countering bribery and corruption, what constitutes bribery and corruption, the types of conduct that are prohibited, employees and business partners' obligations, and how to report breaches or suspected breaches.

A2B's core governance policies are made available on our website and can be accessed here: www.a2baustralia.com/investor-center/corporate-governance

6. Assessing the effectiveness of our actions

During the Reporting Period, we assessed the effectiveness of our actions in addressing the risk of modern slavery by considering what products or services are being provided, including labour hire services and included appropriate modern slavery clauses.

In addition, the ability for our employees and suppliers to report any issues to us is an effective tool for uncovering any gaps in our processes with any issues being quickly assessed and resolved. We will continue to monitor and improve upon our practices to mitigate the risks of modern slavery to our business, which includes reviewing and assessing the effectiveness of our policies, codes, standards and procedures. We will continue to educate our employees on what modern slavery is and how to recognise it in the industries in which we engage so we can better mitigate the risk of it occurring.

7. Consultation and approval

In preparing this modern slavery statement and confirming its contents, the Modern Slavery Committee met regularly. Members of the management team with specific operational responsibility for A2B and the entities owned and controlled by it were also asked to provide feedback on the statement before it being presented to the Board of A2B for final review and approval.

Approved by the Board of A2B on 13 December 2023 in accordance with a resolution of the Board.



Mark Bayliss
Executive Chairman