

## Border Express Pty Ltd Modern Slavery Statement

For the Financial Year ended 30 June 2020

Over the past year, there has been a call to action for Australian businesses to consider how their decisions impact employees, suppliers, and vulnerable communities across borders. In another world, this would have put the spotlight on modern slavery, and how business influence human impacts. But the COVID-19 pandemic forced action on health and financial security. It is the vulnerable demographics have been disproportionately impacted by the health and economic impacts of COVID, which have left more people exposed to modern slavery like practices.

Border Express is a family owned business, and strongly believes in promoting the safety of our employees and communities we work in. Border Express aims to create positive impacts. To this end Border Express welcomes the Australian *Modern Slavery Act 2018 (Cth)* (**the Act**) as an opportunity for the Australia business community to improve governance, accountability, and how to use our position and skills to address this ongoing human rights issue.

As part of this statement, Border Express recognises its obligation to respect human rights as expressed in the *International Bill of Human Rights*<sup>1</sup> and the *International Labour Convention Core Conventions*<sup>2</sup>. As part of our modern slavery response, Border Express will be leveraging the *UN Guiding Principles on Business and Human Rights* and the *OECD Guidelines for Multinational Enterprises* as resources for developing our responsible business conduct.

Border Express is committed to continuously improving its approach to addressing modern slavery risk in its operations and supply chain. We are committed to continuous improvement of our strategy and look forward to working with our business partners and peers to identify opportunities for collective action and positive change.



**Tom Vukovic**  
Executive Chairman



**Mark Luff**  
Director

Approved by the Board on Monday 22 March 2021.

<sup>1</sup> *International Bill of Rights* refers to; the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social, and Cultural Rights (ICESCR).

<sup>2</sup> *International Labour Convention Core Conventions* refers to; Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol); Abolition of Forced Labour Convention, 1957 (No. 105) Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111).



## 1. Reporting Entity

### Criteria 1

This modern slavery statement is made pursuant to section 13 of the Act by *Border Express Pty Ltd* (ABN 82 000 553 880).

The Act requires entities over the \$100 million annual consolidated revenue threshold that are either classed as an Australian entity or a foreign entity carrying on business in Australia during the reporting period to publish a statement on actions taken to identify and manage modern slavery risk.

This statement covers the reporting period from 1 July 2019 to 30 June 2020.

## 2. Structure, Operations & Supply Chains

### Criteria 2 & 6

#### Structure and Operations

Border Express Pty Ltd is a family owned, independent, private company providing transport and logistics services across Australia through its 17 locations, with its headquarters based in Albury Wodonga, NSW.

Border Express employs 1209 employees and 250 dedicated sub-contractors alongside an operating fleet of over 1000 trucks, trailers, vans and prime movers. Our employees provide domestic road transport, distribution and warehousing services for over 3000 customers. Border Express does not own or control any subsidiaries or business entities.

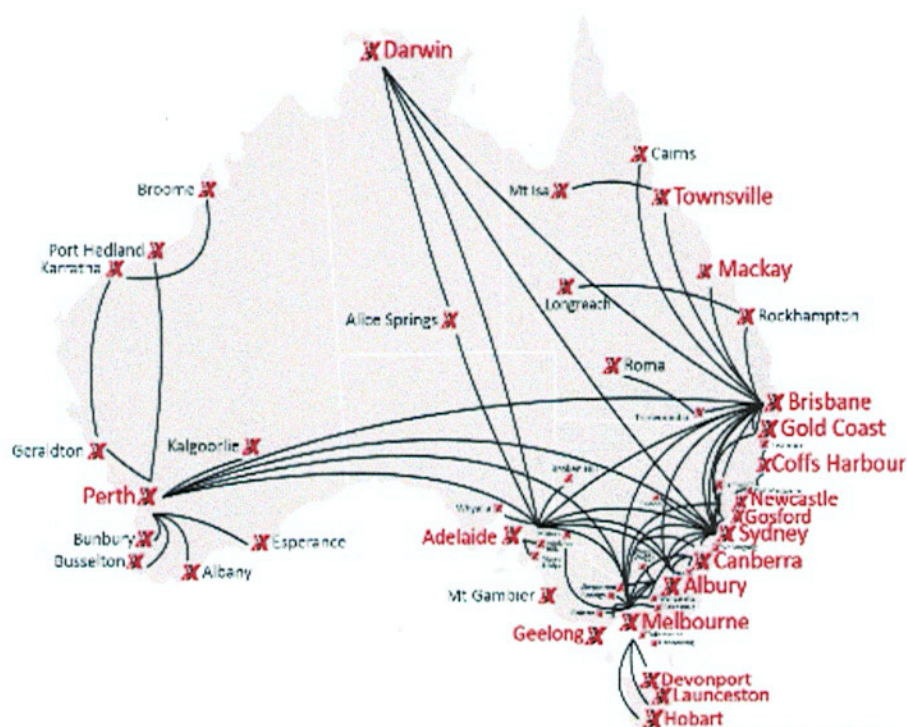


Figure 1: Border Express' map of operations



Border Express operates across three main service areas:

### **Bulk Logistics and Freight**

Border Express utilises its extensive line haul fleet and branches in locations across Australia to provide mass distribution services from business-to-business. The express freight service Border Express provides inner metro delivery and interstate delivery for anything from one pallet to multiple truckloads of deliveries. A large percentage of the inner metro services are handled by a sub-contracted fleet, with the line haul fleet covering interstate deliveries.

### **Parcel Delivery**

Border Express provides business-to-business and business-to-consumer box packaging and satchel delivery services throughout Australia.

### **Third-party Warehousing and Logistics (3PL)**

Border Express provides cloud-based supply-chain solutions for organisations seeking to outsource their logistics operations. Border Express provides product storage and business-to-business solutions for goods for going into retail.

<b>Branch</b>	<b>Casual</b>	<b>Part Time</b>	<b>Full Time</b>	<b>Total</b>
Adelaide	24	2	53	79
Albury	7	2	39	48
Brisbane	81	2	83	166
Canberra	0	0	16	16
Central Coast	0	0	17	17
Coffs Harbour	1	0	2	3
Dandenong	89	0	50	139
Darwin	0	0	4	4
Geelong	0	0	5	5
Gold Coast	6	0	11	17
Mackay	2	3	0	5
Melbourne	109	4	127	240
National	3	8	79	90
Newcastle	0	0	20	20
Perth	11	3	72	86
Sydney	59	12	194	265
Townsville	59	12	194	265
<b>Total</b>	<b>398</b>	<b>36</b>	<b>775</b>	<b>1209</b>

Table 1: Border Express employee breakdown (employment type, location)

### **Supply Chain**

Border Express has an extensive supply chain with over 1400 individual vendors. The vendors supply Border Express with products and services for our transport and logistic operations including;

- Vehicles
- tyres
- fuel
- labour hire
- cleaning services
- operational consumables
- IT solutions



- fleet maintenance, and
- linehaul and local sub-contractors.

All vendor relationships are Australian domiciled, however the sourcing of certain elements of the supply chain are procured overseas. Many of the vendors in the supply chain are independent, family-owned businesses that provide specialised services in regional locations inaccessible to larger suppliers.

### 3. Modern Slavery

*Criteria 3,4,5*

This inaugural statement marks the first step of Border Express journey to understand modern slavery risks, and determine what role our business has to detect and support victims.

Border Express has engaged an external consultant to help our business understand the issue and our potential modern slavery strategy.

#### Operations

When considering exploitation, our workforce, based on early discussions, we consider our Border Express employees to be lower risk of modern slavery like practices. We maintain enterprise level contracts with all workers, and we encourage any employee that witness or experience concerning behaviour to report the concern through our *Grievance Procedure*.

Going forward we are considering how Border Express manages modern slavery risk in our organisation, and how we interpret modern slavery risk. In the upcoming reporting period, we will review our existing policy framework for alignment with the *United Nation Guiding Principles on Business and Human Rights*.

Border Express will be establishing a modern slavery working group, with representatives across the organisation to work with the executive team and Board to shape the modern slavery strategy. This group will attend a modern slavery awareness training session, and Border Express will later roll out the training package across the company.

#### Supply Chain

Border Express works with an extensive network of suppliers, sub-contractors, unions and other agents providing services across regional and urban areas of Australia. Our supply chain is a complex entry point of modern slavery risk, but through our business partnerships we can create positive impacts across the community.

In the next reporting period Border Express plans to conduct a modern slavery risk assessment of our tier 1 suppliers. This assessment will help Border Express identify the suppliers with a higher inherent risk of modern slavery due to their location, industry and standard supply chain. This assessment will utilise data provided in the 2018 Global Slavery Index (GSI).

Based on our current level of oversight, we believe most of our tier 1 suppliers operate primarily in Australia. Based on the GSI, Australia can be considered lower risk, however we recognise the ongoing prevalence of modern slavery practices in Australian sectors. On any given day in, the GSI estimated that over 15,000 people were in conditions of modern slavery in our home country, which is mostly connected to the exploitation and manipulation of migrant workers.

Based on an early review of our supplier relationships, we believe our cleaning service and sub-contracted driver fleet will be prioritised by the supplier risk assessment. And in the future Border Express to work with these suppliers to promote workers' access to reporting mechanisms, and access to entitlements such as superannuation and paid leave.

Some imported products from the Asia Pacific region, including electronics, vehicles and machinery, may have been linked to modern slavery practices at any stage of the product chain. Border Express will be considering how to engage local distributors and improve our visibility of international supply chains as our modern slavery strategy grows.

#### **4. Our Future**

Border Express is committed to continuously improving its approach to addressing modern slavery risk in its operations and supply chain. We will continue to build on the work completed in this reporting year and further progress our actions to mitigate the impacts of modern slavery on our industry.

For any enquiries on our modern slavery statement please contact:

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