



Modern Slavery Statement

Michael J Bowen & Associates Pty Ltd modern slavery statement for financial year ended 30 June 2021 issued pursuant to ModernSlavery act 2018.

OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS	2
THE FRACHT GROUP IN AUSTRALIA,	2
ABOUT THE FRACHT GROUP	3
KEY AREAS OF FOCUS IN 2021 / 2022	3
OUR POLICIES	4
DUE DILIGENCE PROCESSES	4
STEPS TO ASSESS AND MANAGE RISKS	4
TRAINING	5
OUR EFFECTIVENESS IN ELIMINATING MODERN SLAVERY	5



Our business, structure and supply chains

The Fracht Group in Australia

The continent of Australia has always been an important part of the world for the Fracht Group to do business in. The rugged and sometimes desolate topography of this great land is amongst the same as the environment Fracht Ltd has excelled in throughout many project transports in the Middle East and developing countries. Northern Australia replicates the intricate and challenging environs of South East Asia and the areas of Central and South America. Another proving ground for Fracht to clients such as the Siemens Group, Alstom, Hitachi or ABB.

In 1987 Fracht Ltd invested in Australia and together with Fracht Australia's Chairman, Peter Pluess, began representing the Fracht Group's interests. Peter had worked for Fracht AG globally since 1976 and had already been here in Australia representing the Fracht Group since early 1983.

This company was established in late 1987 with the head office in Sydney and a branch office in Melbourne.

The Managing Director of Fracht Australia Pty Limited, Peter Gasnier also had a long association with the Fracht Group. He joined a Fracht related company in early 1986.

Fracht opened its fully operational Adelaide branch office in 1991 and further expansion saw the establishment of Fracht in Brisbane and Perth in 1995.

On 1st September 2015, Fracht Australia acquired Michael J Bowen & Associates Pty Ltd from the principle Michael Bowen who retired from the business. Michael J Bowen & Associates Pty Ltd was started by Michael Bowen in March 1985 as a Customs Brokerage and has worked with Fracht Australia for over 35 years.

Today Fracht Australia is owned 50% by Fracht AG Basel / Switzerland and 50% by its Australian Shareholders. In Australia the group operates from three locations in Sydney and offices in Adelaide, Brisbane, Melbourne and Perth. All offices have project transport capabilities and enjoy a solid reputation for superb Customer Care and Swiss quality service.

Our Swiss shareholder Fracht Ltd is one of Switzerland's leading and most respected international logistics providers with offices and joint ventures in most important trade centres all over the world. Fracht Ltd is also one of the most successful project forwarders specialising in heavy lifts and other types of very challenging movements.

The combination of a powerful, well established forwarder overseas owning 50 per cent of our shares while the Australian directors own the other 50 per cent results in many tangible benefits for our clients. On the one hand there is the very solid background, support and strength from overseas and on the other hand a very fast, efficient and hands-on decision-making process without interference from overseas. Our clients get the best of both worlds - local Australian know how coupled with superior European expertise and resources.

Fracht Australia Pty Limited employs approximately 90 people Australia-wide.



About the Fracht Group

Fracht Australia Pty Limited is an International Freight Forwarding Company.

The Fracht Group has more than 120 representative office locations worldwide, with our Swiss shareholder being one of Switzerland's leading freight forwarders.

Fracht Ltd is one of the most successful project movers worldwide who have handled many projects for various companies in the past for both import and export.

Fracht Australia Pty Limited has been an active provider of international logistics services in Australia since 1987, and we pride ourselves in providing tailor made forwarding solutions for our client's worldwide logistics requirements, with a strong focus on Customer Care.

We move cargo via Air, Sea, Road or Rail, and our services include:

- Worldwide Airfreight - import and export - door to door
- Worldwide Seafreight - import and export - door to door
- Logistics and Distribution
- Warehousing, Bonded Storage, Pick n Pack
- Project Transports and Heavy Lifts
- Freight Consultancy and Outsourcing
- Other services - Trade fairs / Exhibition goods / Precious Art Transports / Transport Insurance / NVOCC services / Ship Chartering / Storage and Warehousing / Customs / Quarantine Clearances / Tariff and Transport Consulting / Duty Consulting / Market Development

Key Areas of Focus in 2021 / 2022

- We will continue to focus on awareness amongst our procurement staff of modern slavery risks and method of control to ensure Michael J Bowen & Associates Pty Ltd avoid any involvement in modern slavery.
- We will aim to continually understand and assess the modern slavery risks across our suppliers through communication and application of our supplier management process.
- We will circulate this statement to key suppliers and request confirmation of their compliance.

The activities considered to be at high risk of slavery or human trafficking:

At Bowens, we operate within a process-risk based management system that is certified to ISO45001, ISO9001, ISO 14001. We continually monitor our risks and ensure we have appropriate controls in place. This risk management process is embedded in how we define the company processes and incorporate input from all our staff who are trained to identify risks, assess and respond in the most effective way.



Fracht offices all around the world comply. Suppliers ex “elevated risk locations” eg developing countries are to be monitored closely and / or audited.

Our Policies

The following policies have been adopted by Michael J Bowen & Associates Pty Ltd which are relevant to the identification of modern slavery risks.

- Policy on Diversity, Inclusion and Equality
- Code of Conduct Guidelines of the Fracht Group.
- Code of Ethics Policy
- Privacy
- Social Media,
- Environmental Policy
- Anti-Bribery and Corruption Policy
- Health and Safety Policy
- Supplier Code of Conduct
- Workplace Bullying and Harassment Policy

Due diligence processes

At Bowens we assess the risk of modern slavery related risks through our risk management processes whenever there is a change that may impact our controls including when taking on new suppliers and when reviewing existing suppliers.

We have the following processes in place that are used as a platform to implement the controls in the risk assessments:-

- Supplier evaluation process
- Review of supply chain and assessment of risks of particular service or geographical location
- Evaluation of new suppliers in terms of their Modern Slavery and Human Trafficking risks
- Ongoing review of all aspects of supply chain that relate to these risks
- Acting on implementing improvements for identified risks and non-conformances
- Training programs and improved awareness across for all staff in our procurement departments.

Steps to assess and manage risks

As part of our ongoing review and consideration of the context of our organisation (internal and external issues and the corresponding impact), we acknowledge the parts of our business and supply chains where there is a risk of slavery / human trafficking taking place, and detail the steps taken to assess and manage that risk.





Training

We ensure our staff receive effective training to better understand and respond to the identified slavery and human trafficking risks. This includes:

- Competency to identify the signs of slavery and human trafficking.
- Competency to report potential slavery or human trafficking issues.
- Competency in assessing the risk of slavery and human trafficking.
- Competency to take applicable action if slavery or human trafficking is suspected.
- Competency to take applicable action if suppliers or contractors do not implement anti- slavery policies in high-risk scenarios.

The Michael J Bowen & Associates Pty Ltd Directors are the decision makers in respect to our Modern Slavery Statement.

Training in relation to this statement will be conducted at our annual National Planning Meeting held in February.

The initiatives we have with Fracht as a worldwide group in addressing this risk is that we and our Head Office in Basel work on continual improvement in this area, hand in hand with the Groups EcoVadis certification.

Our effectiveness in eliminating modern slavery

- We will review periodically how effective these measures are in ensuring modern slavery is not taking place in our business and/or supply chains.
- We will ensure effectiveness by effective ongoing Stakeholder dialogue
- Complete modern slavery awareness and competency-based training for all relevant employees.
- Issue regular communications across the organisation to ensure there is comprehensive awareness and understanding of human rights and our policy in this regard.
- Report and communicate to all relevant stakeholders the number and nature of risks detected.

Modern Slavery Statement has been approved by the Board of Directors for Michael J Bowen & Associates Pty Ltd.

Peter Gasnier
Managing Director

13 July 2021

