

# Campbell Transport

## Modern Slavery Statement (FY25)

Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, whether adults or children, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain (**modern slavery**). Campbell Transport opposes modern slavery and is committed to operating its business lawfully, ethically and in a manner respecting human rights.

This Modern Slavery Statement is published by Campbell Transport in compliance with the *Modern Slavery Act 2018 (Cth)*, and describes the steps taken by Campbell Transport in the financial year ending 30 June 2025 (FY25) to assess and address modern slavery.

### Reporting Entity

This statement has been prepared for David Campbell Transport Pty Ltd ACN 151 523 090 as trustee for the David Campbell Trust located at 5 McCook Street, Forrestdale WA 6112 (**Campbell Transport**).

### Structure

Campbell Transport is a family owned business established in 1997. The David Campbell Trust is a discretionary trust, and David Campbell Transport Pty Ltd is a private, limited liability company. Campbell Transport does not own or control any other entities. Our workforce is employed directly and through specialist providers, including Campbell Transport's associated entity, Campbell Personnel Pty Ltd ACN 658 504 164 (**Campbell Personnel**).

### Operations and Workforce

Campbell Transport is a logistics solutions provider delivering a comprehensive range of road transport, distribution, warehousing, bulk material handling and project services to the resources and agriculture sectors in Western Australia. Campbell Transport's workforce of more than 685 people work throughout the state of Western Australia.

Campbell Transport has a transport fleet of more than 205 trucks, and hundreds of trailers and other vehicles, and specialised heavy equipment for the delivery of mining services and ship loading services. We have an extensive network of offices and depots located in the Perth metropolitan area, and the Great Southern, South West, Mid West, Goldfields, Murchison, Pilbara and Kimberley regions of Western Australia.

### Supply Chains

Our suppliers provide a range of goods and services, including vehicles, trailers, plant and equipment, tools, parts, chemicals, fuel, oil and gas, stationery, PPE, labour and equipment hire services, information and technology hardware and software, construction and building services, cleaning and maintenance services, courier and post services, professional services, airline and other travel services, telecommunications and staff training services.

## **Modern Slavery Risk in Operations and Supply Chains**

### **Operations Risk**

All of Campbell Transport's employees are employed directly by Campbell Transport or Campbell Personnel in accordance with Australian laws, and therefore we consider the modern slavery risk presented by our employees is very low.

About 3% of Campbell Transport's workforce is engaged indirectly through Australian owned and based labour hire providers. At the date of this statement, less than 3% of our employees are sponsored by us on working visas, and during FY25 we phased out the use of a labour hire company for recruitment of workers from overseas. We have identified overseas recruitment services as a high risk industry that requires our scrutiny and attention.

### **Supply Chain Risk**

The goods and services procured by Campbell Transport are sourced almost exclusively from Australian based suppliers.

During FY25, all new trucks and trailers purchased by us were manufactured in Australia, and all other goods and services in our supply chain, including light vehicles, were sourced from local Australian based suppliers, many of whom conduct their own due diligence to investigate modern slavery risks in their supply chains and publish their own Modern Slavery Statements.

The modern slavery risk associated with our Tier 1 supply chains, procurement and sourcing of goods by Campbell Transport is assessed as being low, but we acknowledge the majority of these suppliers are distributors of products manufactured by other businesses with often complex supply chains.

## **Actions Taken to Assess and Address Modern Slavery Risks**

We have undertaken a number of actions to control the risk of modern slavery within our operations and supply chain.

For the previous year (FY24), we reported that in order to limit the risk associated with international recruitment services, we engaged a single recruitment company, based in Western Australia and overseas, to recruit and engage all international workers. During FY25, we further mitigated such risks by phasing out our use of such recruitment services. Currently, all new international workers are recruited by us after they have entered Australia on working (or other applicable) visas. We now recruit such workers directly through local advertising or through referrals from existing personnel. Following six months of service, and depending on particular circumstances, we may sponsor a worker on a working visa in order to retain the skilled workforce our business requires.

Should we need to use external international recruitment services at a future date, we will continue to implement previous risk mitigation strategies, such as: engaging a single Perth-based recruitment agency; ensuring the agency is contractually obliged to comply with all applicable Australian laws; and sending senior DCT personnel to meet the agency's personnel based overseas, to inspect their premises and meet prospective workers.

Campbell Transport requires that labour hire providers compensate personnel in accordance with applicable modern awards and enterprise agreements. We also contractually require our

local labour hire providers to comply with the requirements of all laws, including Work Health and Safety laws, employment laws and modern slavery laws.

We have long-term commercial relationships with many of our suppliers of goods and services. We know their businesses, have visited their premises and engage in conversations with their managers.

We assess our suppliers for modern slavery risk, and scrutinise high risk suppliers through targeted enquiries. We are taking ongoing measures to map our supply chains to identify high risk Tier 2 suppliers so that we can effectively identify and put in place strategies to mitigate risks of modern slavery.

## **Assessing effectiveness**

We will continue to work with our Tier 1 suppliers to engage in meaningful dialogues to assess whether our expectations and standards have been upheld.

We continually monitor and review our internal policies and procedures to ensure their effectiveness. By analysing the information that we obtain through mapping our supply chains, , which now includes monitoring the modern slavery statements published by some of our Tier 1 suppliers to inform ourselves of the risks identified in their supply chains and the actions they are taking to address such risks, we will be in a position to put in place robust procedures to mitigate risks in our Tier 2 supply chains.

Our new direct approach to the recruitment of international workers has eliminated any risk of modern slavery in respect of such workers, all of whom are employed by us in Australia in accordance with all applicable Australian laws.

We will continue to refine and enhance our approach and processes in relation to modern slavery risks, ensuring we continuously improve our practices moving forward.

## **Consultation**

Campbell Personnel shares the same directorship as Campbell Transport and was consulted in the development of this statement to ascertain the modern slavery risk in operations, and to ensure that information provided in this statement is true and correct.

This statement was approved by David Campbell as the Sole Director and principal governing body of David Campbell Transport Pty Ltd ACN 151 523 090 as trustee for the David Campbell Trust on 16 December 2025.



David Campbell  
Sole Director