

# Modern Slavery Statement FY25



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# Acknowledgement of the country

Team Global Express acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present.



Moving Forward with Country by Amy Allerton

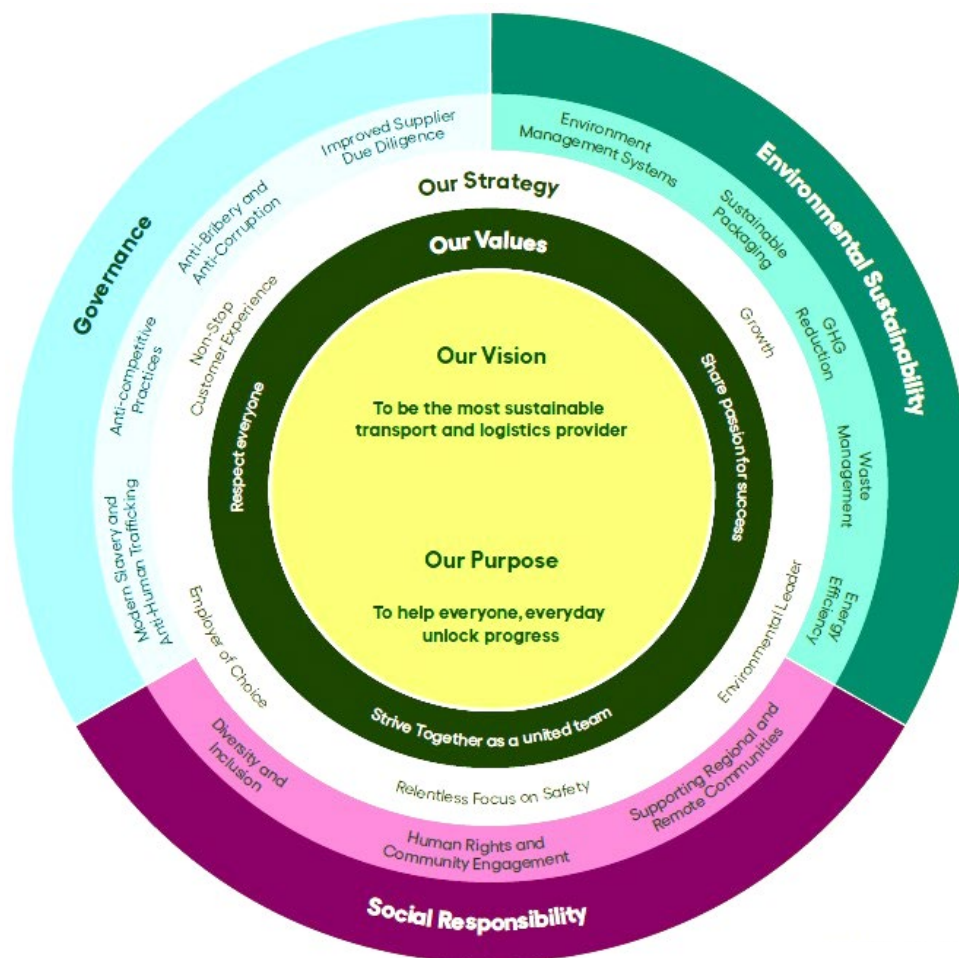


# 1 Our Organisation

Team Global Express (**TGE**) is a leading logistics and transportation company. Following its acquisition from Toll Group in 2021, TGE became part of Allegro Funds, Australia's most awarded private equity firm that specialises in transformation and turnaround.

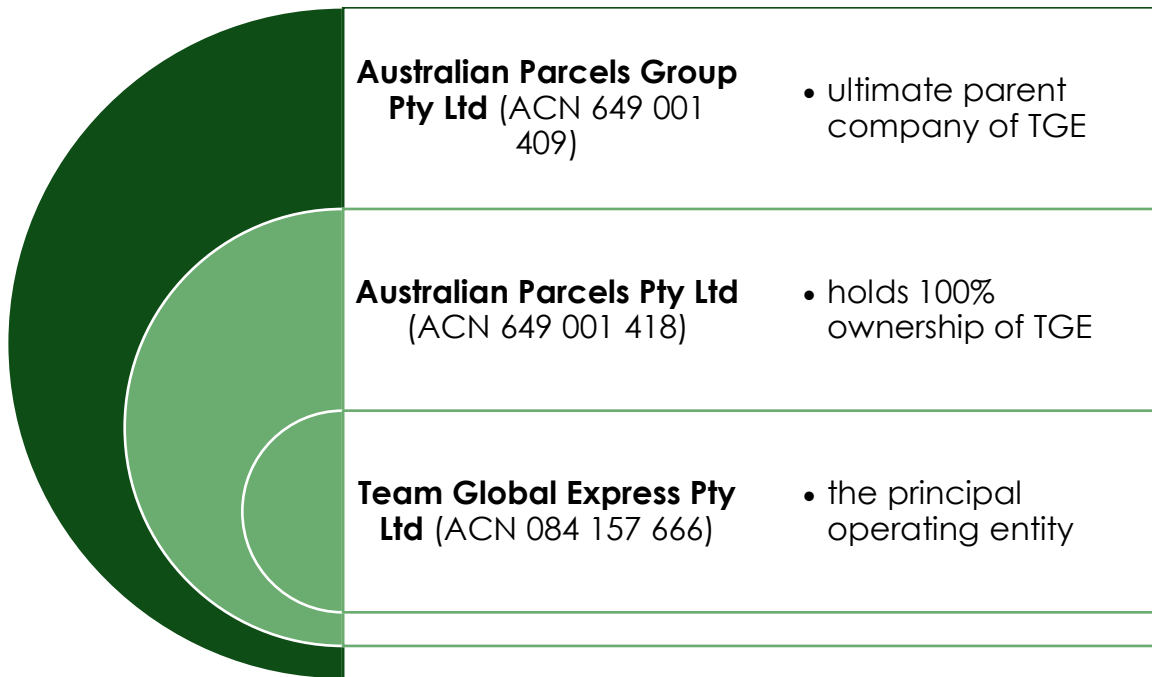
Our mission is to deliver end-to-end, customer-centric logistics solutions powered by scale, speed, and operational excellence. We've shifted our strategic direction from a traditional network-based model to a fully integrated, customer-led approach that positions us as a key partner in the Australian landscape.

TGE is deeply committed to sustainable development. Our Environmental, Social, and Governance (**ESG**) framework ensures that we create long-term value while positively impacting the communities we serve. We actively collaborate with suppliers, customers, and stakeholders to promote shared responsibility and continuous improvement across the logistics sector.



## 2 Reporting Entities and Structure

This joint Modern Slavery Statement (the "**Statement**") has been prepared by Team Global Express Pty Ltd for the reporting period 1 April 2024 to 31 March 2025. The Statement applies to the following reporting entities:



Collectively referred to as "**TGE**" or "**Team Global Express**," all reporting entities are private Australian companies headquartered at Level 3, 417 St Kilda Road, Melbourne VIC 3004.

This Statement is issued in compliance with the **Modern Slavery Act 2018 (Cth)** and outlines the steps we have taken to identify, mitigate, and prevent modern slavery in our operations and supply chains. It has been reviewed for legal compliance and approved by the Board of Directors on 24<sup>th</sup> September 2025.

## 3 Our ESG Commitment

We recognise that long-term business success must go hand-in-hand with our responsibility to people, the planet, and ethical governance. Our ESG strategy aligns with the United Nations Sustainable Development Goals (**SDGs**) and focuses on three interlinked pillars:

### 3.1 Environmental Stewardship

Since launching our decarbonisation strategy in FY23, Team Global Express has remained firmly committed to reducing our environmental impact through a comprehensive suite of initiatives. Our environmental strategy focuses on lowering carbon emissions, improving energy efficiency, and embedding sustainable practices across our operations. We have set ambitious emissions reduction targets that underscore our leadership in environmental stewardship. Key initiatives include the exploration of low-carbon liquid fuels, significant investment in modern air and road fleet assets, and the delivery of Australia's first electric truck trial — supported by the Australian Renewable Energy Agency (**ARENA**). These efforts are further strengthened by our commitment to waste minimisation, including circular economy partnerships that drive resource efficiency. We are also progressing toward ISO 14001 environmental management system certification at our five largest depots and enhancing our transparency through climate-related financial disclosures.



### 3.2 Social Responsibility

At Team Global Express, our commitment to social responsibility is fundamental to who we are — fostering an inclusive, respectful, and supportive culture within our organisation and the broader communities we serve. We are actively advancing our diversity and inclusion strategy, with a focus on attracting diverse talent and delivering targeted development programs. One of our key objectives is to increase female participation across our business supported through dedicated training initiatives and inclusive recruitment practices. We are equally committed to supporting the economic empowerment of regional Australia by ensuring individuals and businesses

have equitable access to essential goods and services. Our partnerships with Indigenous communities reflect this broader commitment. Through our 'Innovate' Reconciliation Action Plan, we are working to build meaningful relationships with Aboriginal and Torres Strait Islander peoples, creating opportunities for engagement, employment, and cultural inclusion. Our people are the driving force behind these efforts — from championing diversity to stepping up during times of natural disaster, they play a vital role in strengthening the communities we operate in every day.

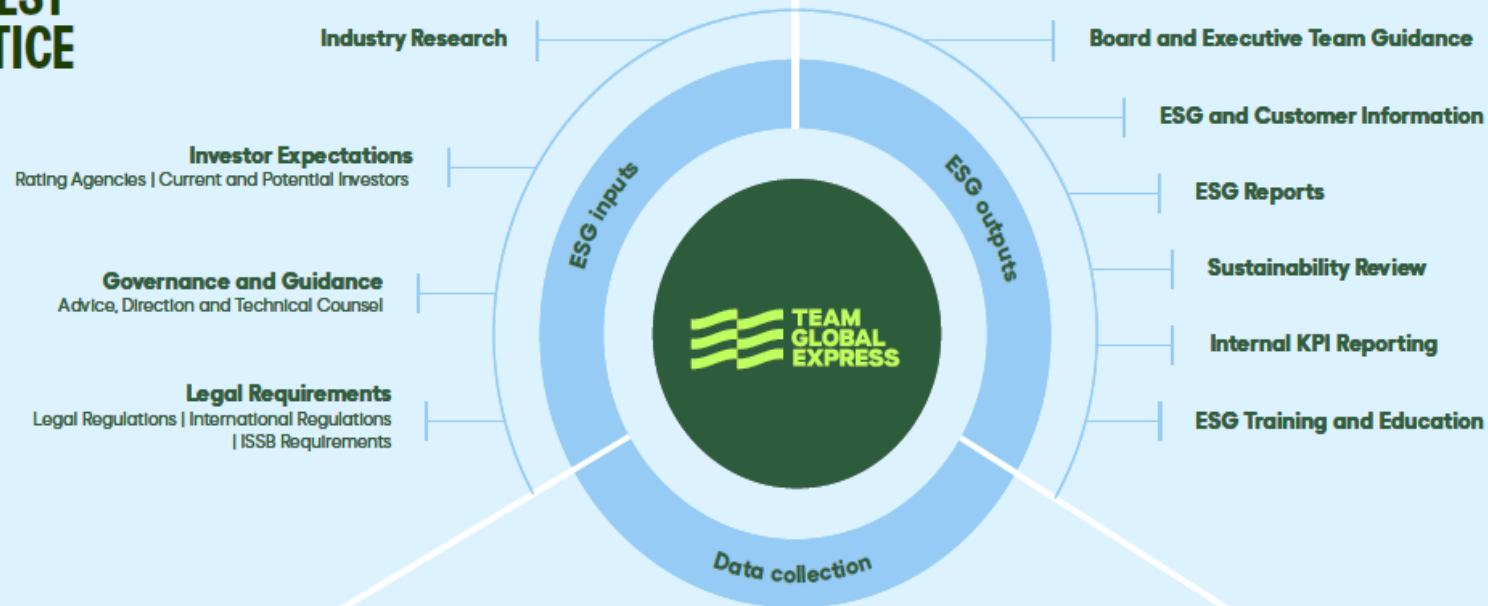


### 3.3 Governance & Accountability

Strong governance and meaningful partnerships form the foundation of our Environmental, Social, and Governance (**ESG**) strategy. These elements are critical to ensuring sustainable business practices, maintaining stakeholder trust, and driving long-term value. At Team Global Express, we prioritise the development of robust governance frameworks and stakeholder engagement mechanisms that promote transparency, accountability, and collaboration. We have implemented comprehensive policies addressing modern slavery and are actively enhancing our supplier due diligence processes. Development of a dedicated Human Rights Policy and the completion of a Modern Slavery Hotspot Analysis and Gap assessment are examples of our proactive approach to ethical governance. As our business continues to evolve, we remain committed to embedding ESG principles across all areas of our operations. This includes maintaining strong reporting mechanisms and delivering ongoing training to equip our people with the knowledge and tools to uphold these values. We believe that transformation is only possible through shared insight and collective action. As we move forward, we are energised by the opportunities that lie ahead and remain committed to advancing sustainable outcomes through trusted partnerships and collaborative progress.



# ESG BEST PRACTICE



## Departments providing ESG information



## ESG data points within the organisation



# 4 Our Operations and Supply Chain

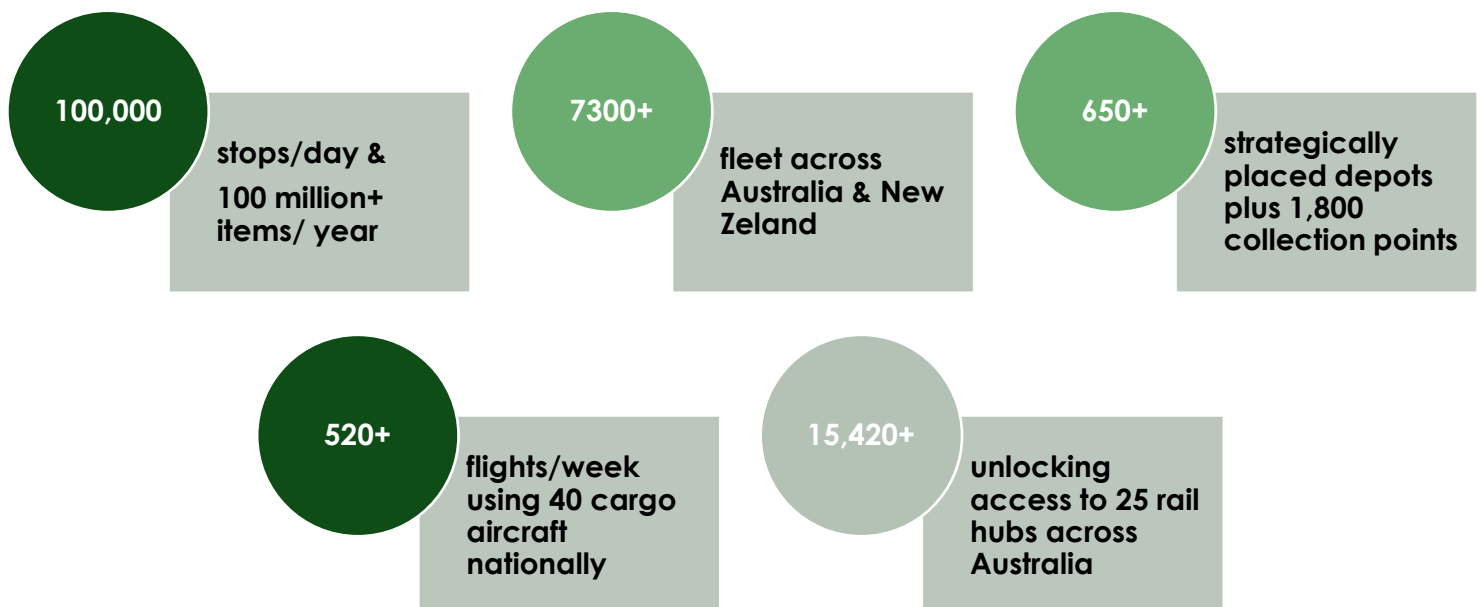
## 4.1 Operations Overview

TGE delivers tailored logistics solutions across road, rail and air, through its core business divisions: Intermodal, Linehaul, Palletised Express, Courier, Road Express & Priority. As of 31 March 2025, our Australian workforce totalled 6207 employees, comprising 78.77% male and 20.93% female representation. We also engaged 1,294 casual workers, of whom 89% were male and 11% female.

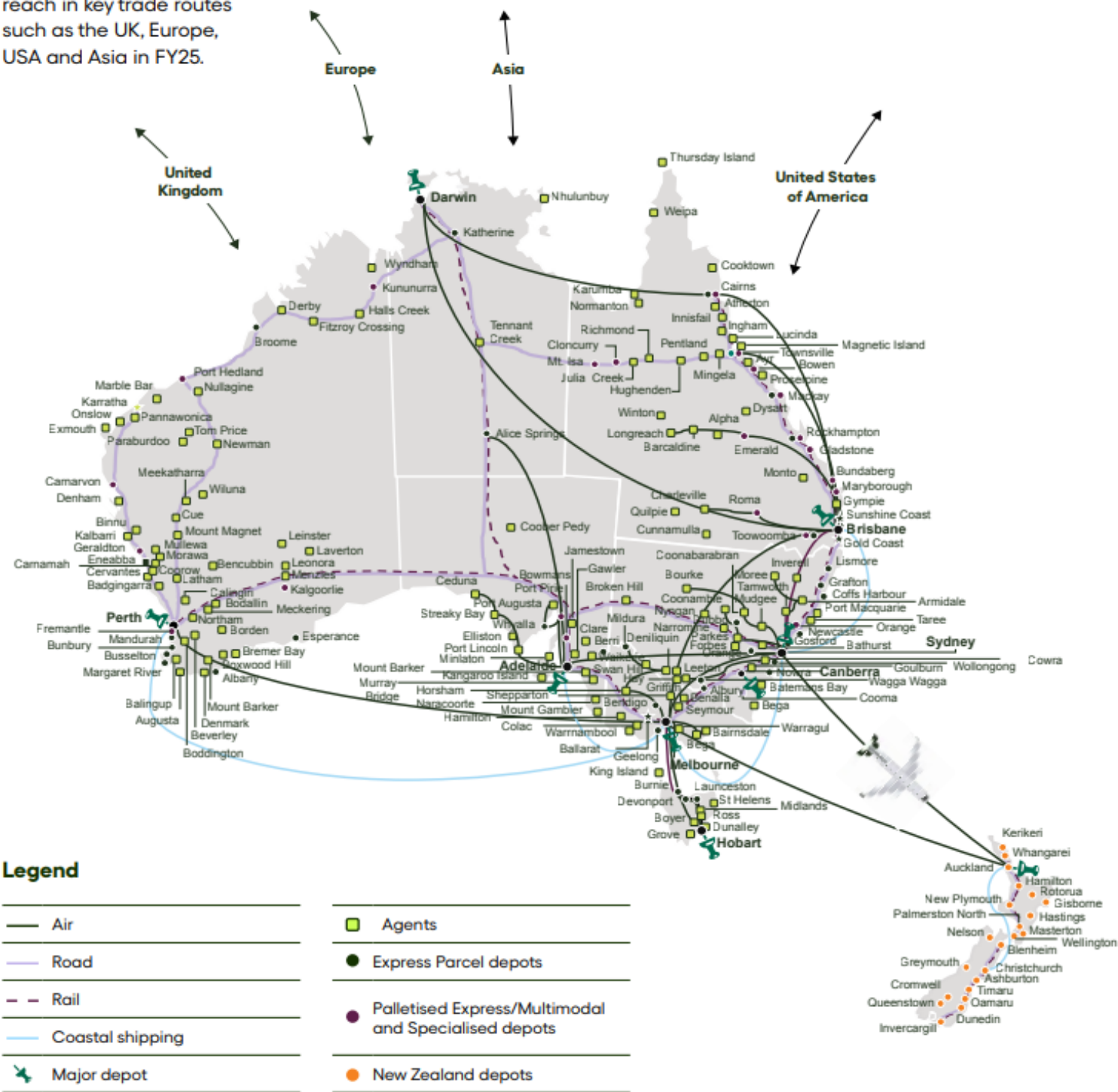
Our operations extend across metropolitan, regional, and remote areas, supporting nationwide connectivity.

## 4.2 Network Reach

Our extensive multimodal network spans every Australian state and territory, supported by warehousing, cross-dock facilities, and linehaul services. This infrastructure enables rapid, flexible distribution across diverse geographies while maintaining high service reliability.



Expanding our logistics reach in key trade routes such as the UK, Europe, USA and Asia in FY25.



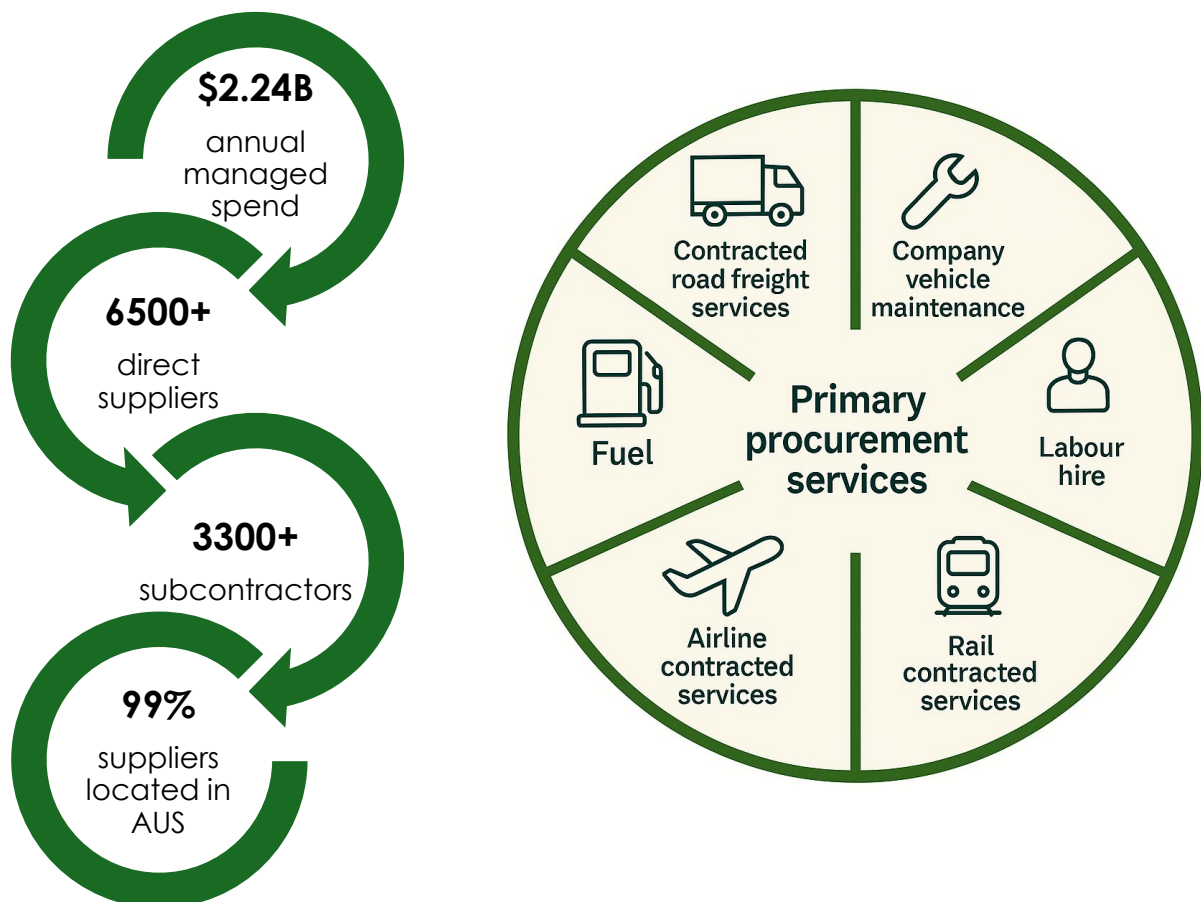
Map not to exact scale for illustrative purposes.

## 4.3 Supply Chain Profile

Across our multimodal logistics network, we engage with a broad and complex ecosystem of suppliers, subcontractors, and agents. During the reporting period, our reporting entities procured approximately \$2.24 billion in goods and services from around over 6500 direct suppliers and over 3,300 subcontractors. Of this total procurement spend, an estimated 99% was directed to suppliers based in Australia, with Contracted Freight Services representing our largest expenditure category.

We recognise that some of our direct suppliers may operate in — or source products and services from — jurisdictions with elevated risks of modern slavery.

Procurement during the reporting period encompassed a diverse range of products and services, including contracted road freight services, company vehicle maintenance, labour hire, rail contracted services, airline contracted services, and fuel.



# 5 Modern Slavery Risks

We acknowledge that modern slavery can occur in various forms, including forced labour, human trafficking, debt bondage, and child labour. At TGE, we assess risks across two primary areas:

## 5.1 Operational Risks

Our direct workforce is employed under Australian labour laws, which provide robust protections against exploitative practices. As such, we consider the risk of modern slavery within our directly employed workforce to be low. Employment contracts and enterprise agreements are regularly reviewed to ensure legal compliance and uphold fair labour standards.

## 5.2 Supply Chain Risks

To align with the UN Guiding Principles on Business and Human Rights (UNGPs) and the Australian Government's guidance for compliance with the Modern Slavery Act 2018 (Cth), TGE is working to enhance our understanding and management of modern slavery risks throughout our entire supply chain. As part of this process, we identified supplier categories considered to have a heightened inherent risk of modern slavery. We also acknowledge the potential for modern slavery risks to arise indirectly through our customer network, particularly in relation to the transportation or storage of goods that may have been produced using exploitative practices. The supplier categories outlined here have been assessed as carrying indicative inherent modern slavery risks within our operations.



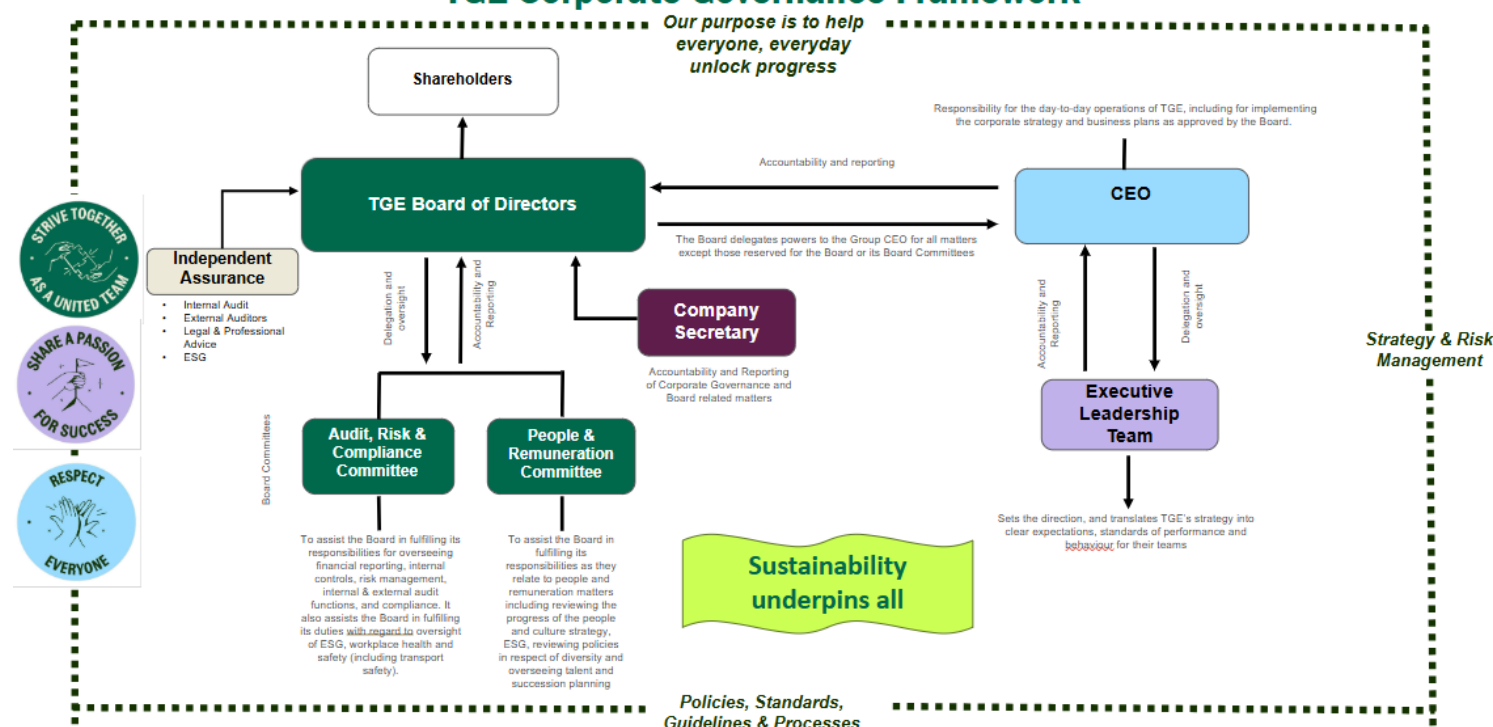


# 6 Our Actions to Address Modern Slavery

## 6.1 Policy Framework and Governance

TGE is committed to upholding the highest standards of ethical conduct across all aspects of its business operations. A comprehensive suite of policies and procedures has been established to define the expected standards of behaviour for directors, employees, contractors, and, where relevant, third parties.

### TGE Corporate Governance Framework



The Board holds ultimate responsibility for corporate governance and leads by example in demonstrating behaviours consistent with TGE's core values. Governance is underpinned by TGE's Constitution and Board Charter, which articulate the Board's authority, responsibilities, membership criteria, and guiding principles. These foundational documents, alongside the Committee Charters and Delegation of Authority, clearly delineate the governance framework and the relationship between the Board and Management.

The Audit, Risk & Compliance Committee (**ARC**) plays a key oversight role in managing enterprise-wide risks, including those related to workplace health and safety, environment, sustainability, and modern slavery.

During the reporting period, TGE also established an Ethics Management Committee (**EMC**) to strengthen our commitment to ethical business practices and human rights protection. The EMC operates with a higher-order purpose to cultivate a culture of integrity, transparency and accountability, ensuring that all actions and decisions reflect TGE's values of passion, united and respect. Amongst other things, the EMC plays an important role in overseeing governance and compliance of all TGE's ethical policies, including our Code of Conduct and Human Rights Policy and reviews incidents that given rise to material breaches of TGE policies, oversees training programs effectiveness.

TGE has established a comprehensive suite of policies to support the effective management of modern slavery risks across our operations and supply chain. These policies are accessible to all employees via the company intranet and are subject to biennial review. Additionally, the TGE Code of Conduct is publicly available on our corporate website and is shared with customers and suppliers, where relevant. Our Code of Conduct was updated in April 2025 to ensure it remains fit for purpose for TGE.

The following key policies underpin our commitment to ethical, inclusive, and legally compliant business practices:

- **Human Rights Policy**

Articulates our zero-tolerance approach to all forms of modern slavery and reinforces our commitment to upholding ethical labour practices across our operations and supply chain.

- **Fraud, Anti-Bribery and Corruption Policy**

Establishes a zero-tolerance stance on bribery and corruption. It outlines the responsibilities of directors, employees, and third parties to uphold the highest standards of integrity and actively prevent unethical conduct.

- **Diversity, Inclusion and Equal Employment Opportunity Policy**

Reinforces our commitment to fostering a fair, inclusive, and diverse workplace that supports equal participation and opportunity for all.

- **Workplace Behaviours Policy**

Defines the minimum standards of conduct expected from all employees and contractors, promoting a respectful and professional working environment.

- **Whistleblower Policy**

Encourages the safe and confidential reporting of suspected or actual misconduct, including breaches of human rights. Throughout the reporting period, an independent whistleblower hotline was available, supported by clear procedures for investigation and resolution.

- **Health, Safety and Wellbeing Policy**

Outlines our commitment to safeguarding the physical and mental wellbeing of our employees, customers, and the broader community.

- **Procurement Policy Framework**

Through our Procurement Policy, we align with internationally recognised frameworks such as the Universal Declaration of Human Rights, the International Labour Organisation's Core Conventions, and the UN Guiding Principles on Business and Human Rights. This policy sets clear expectations for suppliers regarding ethical sourcing, modern slavery prevention, and decent work standards.

Apart from that we have updated our standard terms and conditions on procurement by including provisions to address modern slavery risks.

## **6.2 Employee Code of Conduct**

At TGE, our core values — **Passion, United, and Respect** — form the foundation of our culture and guide the way we conduct our business. These values underpin our commitment to integrity, which is reflected in the trust our stakeholders place in our people, products, and services. Our dedication to doing the right thing defines who we are and differentiates us in the market.

The **TGE Code of Conduct**, which was refreshed in April 2025, provides a clear framework for ethical behaviour and responsible decision-making. It sets the standard for how we engage with each other, our customers, suppliers, and the wider community. By adhering to this Code, we foster a transparent, respectful, and inclusive workplace culture that builds internal trust and strengthens external relationships.

The Code specifically addresses modern slavery and human rights obligations and is readily accessible to all employees via the company intranet. All employees have received training on the Code to ensure understanding and alignment with its principles.

## **6.3 Freedom of Association**

TGE fully complies with applicable industrial laws and instruments relating to freedom of association. We respect the rights of all workers to choose whether to join or not join industrial associations, to seek or decline representation, and to participate or refrain from participating in lawful industrial activities, free from coercion or discrimination.

## **6.4 Working Conditions and Remediation**

### **6.4.1 Remuneration and Benefits**

TGE provides fair and competitive remuneration that aligns with local industry standards, labour market conditions, and minimum wage legislation. Where applicable, compensation is governed by the terms of enterprise bargaining agreements. We ensure employees are paid in a timely manner and that the structure and basis of their remuneration are communicated clearly and transparently. In some areas, such as for employees covered under the TGE-TWU Enterprise Agreement 2023-2026, we are paying 15% Superannuation, which is above the industry benchmark.

### **6.4.2 Working Hours**

We adhere to all applicable local laws relating to working hours, including provisions for overtime, rest breaks, and the accrual of paid leave entitlements. Our practices are designed to promote work-life balance while maintaining compliance with statutory obligations. We have specialised payroll and attendance team, who support compliance in this area.

### **6.4.3 Wellbeing Support (Sonder)**

As part of our commitment to employee wellbeing, TGE has partnered with Sonder to provide 24/7 access to confidential health, safety, and wellbeing support. This service is offered free of charge and is available to all employees, wherever and whenever they need it.

Apart from that TGE invested on training mental health first aiders in some of our offices which assist our employees to help each other when the needed and create a safer and friendly workplace.

### **6.4.4 Workplace Health and Safety**

The health, safety, and wellbeing of our workforce is a top priority at TGE. In line with our Workplace Health, Safety and Wellbeing Policy, and in compliance with relevant legislation and industry best practices, we are committed to maintaining a safe, healthy, and supportive work environment.

We proactively implement measures to prevent workplace incidents, injuries, and occupational illnesses. Our office environments include trained first aid officers and certified mental health first aiders to provide immediate support to employees. Additionally, we collaborate with leading wellbeing organisations such as Sonder, R U Okay? and Healthy Heads in Trucks & Sheds to support mental health awareness and share best practices.



## 6.5 Supplier Code of Conduct

The TGE Supplier Code of Conduct ("**Supplier Code**") outlines the standards of conduct expected from all suppliers engaged by TGE. It reflects our commitment to ethical business practices and requires suppliers to operate in compliance with all applicable employment and workplace laws, including those related to modern slavery, forced labour, and child labour.

The Supplier Code grants TGE the right to audit supplier operations to ensure ongoing compliance. Where a supplier fails to adhere to the expectations set out in the Code or breaches specific contractual obligations, TGE reserves the right to take appropriate remedial action, up to and including contract termination.

## 6.6 Modern Slavery Gap Assessment and Roadmap

TGE conducted its initial modern slavery hotspot analysis and gap assessment in late 2022, laying the foundation for a structured three-year roadmap. In 2023, our efforts focused on addressing internal gaps through the enhancement of policies and procedures. Throughout 2024, we have strengthened our due diligence process for suppliers and subcontractors, and we are working on further expanding it.

Key actions completed in the reporting period include:

- Development of a standalone Human Rights Policy.
- Creation of specific online training resource for Modern Slavery.
- Program underway to implement a sustainable procurement solution to streamline supplier onboarding compliance and continuous monitoring. This program is still in the discussion phase.

## 6.7 Modern Slavery Working Group

Following the completion of our modern slavery hotspot analysis and gap assessment, TGE established a dedicated Modern Slavery Working Group to lead the development and oversight of our modern slavery risk management framework. This cross-functional group meets quarterly and includes representatives from key business areas including Human Resources, Legal, Procurement, and ESG.

These meetings provide a structured forum to monitor progress against our roadmap using both quantitative metrics and qualitative insights, ensuring continuous improvement and alignment with best practices.

## 6.8 ESG Due Diligence Assessment

TGE has implemented a robust ESG due diligence assessment framework that incorporates modern slavery risk screening to evaluate both prospective and existing suppliers.

Our initial focus has been on tier-one suppliers identified as high risk in our supply chain hotspot analysis. All new or potential suppliers are required to complete this assessment as part of the onboarding process. To support this, TGE has developed a dedicated modern slavery survey, designed specifically to identify potential risks among suppliers—particularly those operating locally—and to capture the necessary data for comprehensive supplier risk evaluations.

## 6.9 Grievance and Remediation

TGE is committed to proactively identifying and addressing instances of actual or suspected misconduct, including those related to modern slavery and human rights abuses.

Our Whistleblower Policy encourages eligible individuals to report concerns confidentially and without fear of retaliation. While aligned with the national Whistleblower Protection Regime, TGE may, at its discretion, act on disclosures even when they fall outside the statutory protections. This reinforces our commitment to ethical conduct and accountability across our operations and supply chain.



**Make your report in confidence**

PKF is independent and has significant expertise in handling whistleblowers. If you have a concern or a matter you would like to report, you can do so here, knowing that it will be handled in the strictest confidence and in a highly professional manner.

[→ Read more](#)

 Submit Report



## 6.10 Contractor Prequalification Platform

In 2024, TGE developed and implemented an inhouse contractor/driving partner prequalification platform. As of May 31<sup>st</sup> 2025, we have onboarded 40 of our delivery partners, supporting improved transparency and risk management across our contractor base. Modern Slavery presents a critical risk to delivery partners and remains an immediate priority for TGE. All delivery partners, regardless of function or task are required to undertake mandatory onboarding which incorporates a question set to address modern slavery.

## 6.11 Training and Awareness

Raising awareness and building capability across the organisation is a critical component of TGE's approach to managing modern slavery risks. During the reporting period, we conducted targeted awareness and training sessions for stakeholders across Procurement, Legal, Sales and Marketing, ESG, and other relevant business functions.

In the reporting period, we trained 50 internal employees and 19 external employees specifically on modern slavery. In terms of code of conduct training, we trained 1316 internal employees and 483 external employees. TGE has also developed an internal modern slavery training module, which is hosted on our HR platform, Workday, and made accessible to all employees to ensure widespread awareness and engagement.

## 7 Measuring Effectiveness

TGE recognises the critical importance of assessing the effectiveness of its anti-modern slavery actions. We are committed to maintaining robust systems and processes that enable us to identify, assess, respond to, and proactively manage modern slavery risks in accordance with relevant legislation, international human rights standards, regulatory requirements, shareholder expectations, and principles of sound corporate governance.

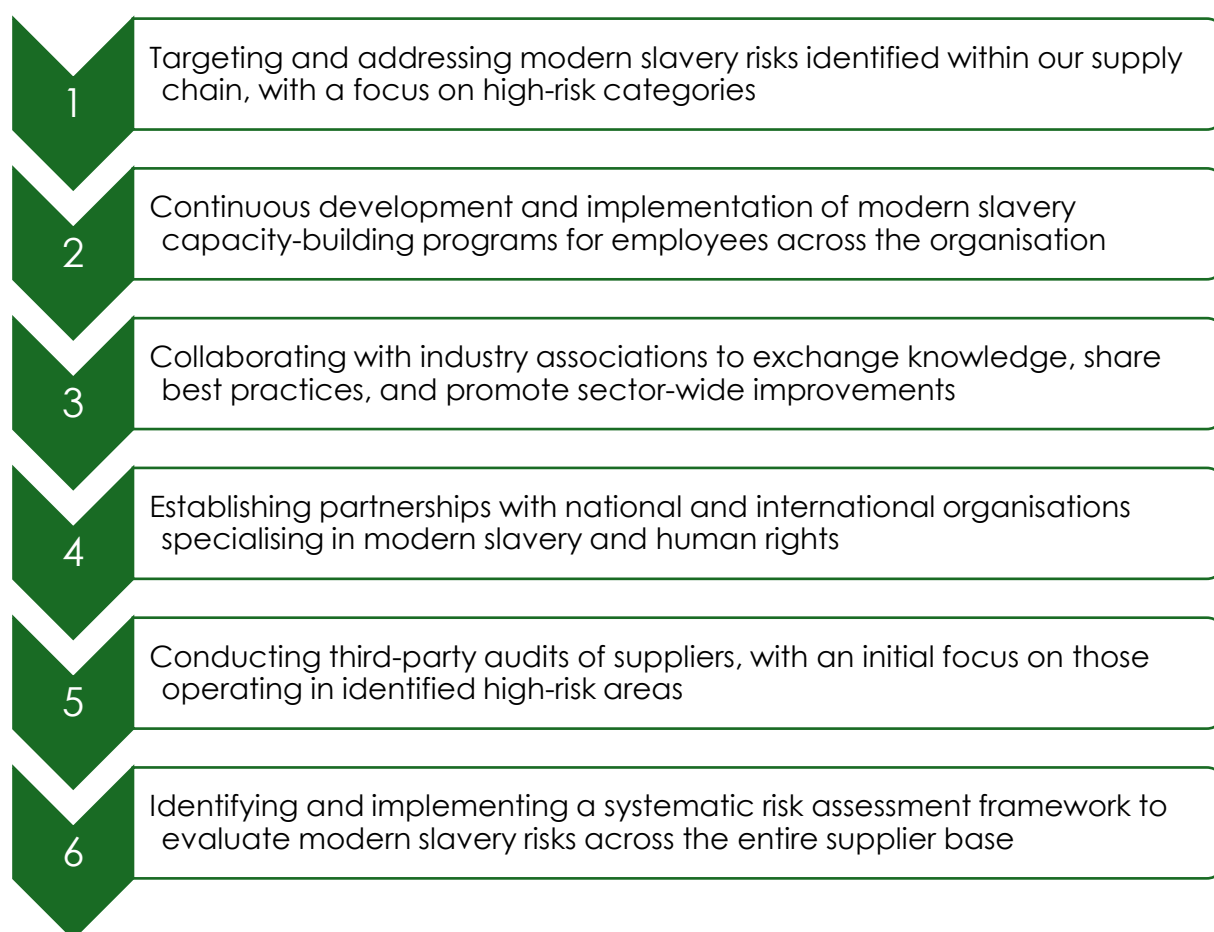
Our Modern Slavery Working Group plays a key role in overseeing the implementation and effectiveness of these efforts. We have introduced both below qualitative and quantitative performance indicators to evaluate our progress and to ensure continuous improvement in managing modern slavery risks.

Quantitative Indicators	Qualitative Indicators
<ul style="list-style-type: none"> <li>• No. of MS-related complains</li> <li>• No. of customer requests/questionnaires completed</li> <li>• No. of ESG due diligence questionnaires assessed</li> <li>• No. of MS surveys sent, and responses received</li> <li>• No. of MS-related documents reviewed</li> </ul>	<ul style="list-style-type: none"> <li>• Customer comments</li> <li>• Employee comments</li> </ul>

Additionally, our 24/7 Whistleblower Hotline provides a confidential and protected channel through which employees and stakeholders can report suspected breaches of our policies, including issues related to modern slavery, human rights violations, corruption, or other forms of misconduct. Managing non-compliance effectively is fundamental to upholding our corporate governance standards and ethical business practices.

## 8 Future Roadmap

TGE is in its third year of our three-year Modern Slavery Roadmap which aims to strengthen our risk management framework and enhance our long-term response to modern slavery. Most of the actions in the road map are now completed. As part of our commitment to continuous improvement, our future program of work will focus on the following priority areas:





This program of work is grounded in our broader commitment to building a Responsible Supply Chain, anchored by three strategic pillars: Governance, Social Responsibility, and Environmental Sustainability. These pillars are supported by our alignment with the UN Universal Declaration of Human Rights, the Modern Slavery Act, our carbon reduction commitments, and our overarching corporate social responsibility objectives.

## 9 Consultation and Approval

This Statement has been prepared in consultation with each reporting entity, as well as the entities they own or control. It reflects the shared commitment of all entities within the Australian Parcels Group to identifying and addressing modern slavery risks across our operations and supply chains.

In accordance with the requirements of the Modern Slavery Act 2018 (C<sup>th</sup>), this Statement was approved by the Board of Australian Parcels Group Pty Ltd, as the higher entity for the reporting entities within the Group.



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Christine Wendy Holgate

Executive Chair

Team Global Express Pty Ltd