



# MODERN SLAVERY STATEMENT

Under the Modern Slavery Act 2018 (Cth)

Reporting period: FY 2024-25

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# Acknowledgement of Country



Hawk Logistics acknowledges the Traditional Custodians of the lands on which we live and work, and we pay our respects to Elders past, present and emerging. We recognise their enduring connection to land, waters and community, and acknowledge that sovereignty was never ceded.





This is our first Modern Slavery Statement (Statement) published for the purpose of reporting under the Australian Modern Slavery Act 2018 (Cth).



This Statement details the steps taken by Hawk Logistics during the financial year ending 30 June 2025 (FY25) to identify, assess, and mitigate modern slavery risks within our operations and supply chain.

As this is our first Modern Slavery Statement, it establishes the foundation of our approach, setting out our business structure, operational context, and the early steps taken to strengthen governance, transparency, and supplier engagement in relation to modern slavery risks. We are committed to continuous improvement and will build on these actions in future reporting periods as our understanding and due diligence processes mature. We welcome any feedback or questions regarding our Modern Slavery Statement and Framework.



## CEO's Foreword

At Hawk Logistics we believe that the way we conduct business, matters just as much as the results we achieve. Our commitment to ethical, transparent, and responsible operations extends beyond compliance — it reflects who we are as an organisation and the values we stand for. This Modern Slavery Statement marks an important milestone for us. As **our first formal disclosure**, it represents both an acknowledgment of the risks that exist within complex supply chains and our responsibility to take meaningful action to address them.

While our operations are largely domestic, we recognise that modern slavery can occur in any context, industry, or geography. This understanding drives our focus on building awareness within our team, engaging with our suppliers, and establishing stronger governance and due diligence practices.

We are at the beginning of this journey, and we are committed to learning, improving, and deepening our understanding over time. Our approach will evolve as we strengthen our internal processes, expand supplier engagement, and collaborate with industry partners to ensure that the people contributing to our success are treated with dignity, fairness, and respect.

I would like to thank our employees, partners, and suppliers for their continued commitment to upholding ethical practices. Together, we can create a more responsible and resilient supply chain that reflects our shared values and builds long-term trust.

**Miguel Vitug**

Chief Executive Officer



# Overview

## How We Have Addressed The Mandatory Reporting Criteria

The Australian Modern Slavery Act 2018 (Cth) establishes mandatory reporting criteria for reporting organisations. The table below outlines where in this statement we have addressed all the mandatory reporting requirements under the Act:

Mandatory reporting criteria	Section in this statement	Page number	
<b>Mandatory Reporting Criteria 1 &amp; 2</b>	Identify the reporting entity and describe its structure, operations, and supply chain.	<ol style="list-style-type: none"> <li>Reporting entities and operations</li> <li>Our operations and supply chain</li> </ol>	8 - 11
<b>Mandatory Reporting Criteria 3</b>	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	<ol style="list-style-type: none"> <li>Supply chain risk assessment</li> <li>Risks of modern slavery in our operations and supply chain</li> </ol>	12 - 16
<b>Mandatory Reporting Criteria 4</b>	Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	<ol style="list-style-type: none"> <li>Actions taken during the reporting period</li> </ol>	17 - 18
<b>Mandatory Reporting Criteria 5</b>	Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	<ol style="list-style-type: none"> <li>Assessing the effectiveness of our response</li> </ol>	19 - 20
<b>Mandatory Reporting Criteria 6</b>	Describe the process of consultation with any entities the reporting entity owns or controls. (Only applicable to joint statements).	<ol style="list-style-type: none"> <li>Consultation</li> </ol>	15
<b>Mandatory Reporting Criteria 7</b>	Any other relevant information	<ol style="list-style-type: none"> <li>Our future actions</li> </ol>	16



# Highlights from FY 2024–25



11 Key **senior managers and executives trained** on modern slavery

Conducted inaugural **Supply Chain Inherent Risk Assessment**



**Baseline risk mapping** to support future due diligence and continuous improvement.

SMETA Two-Pillar Audit Completed – **Independent Compliance Verified**



**Zero** Modern slavery complaints

Robust **policies and process** created



**Governance and oversight strengthened** through formal allocation of modern slavery responsibilities to senior management.



# Reporting entities, structure and operations

This Modern Slavery Statement has been prepared as a joint statement for Hawk Logistics Australia Pty Ltd (ABN 37 601 658 217) ("Hawk Logistics") and Velocity Global Pty Ltd (ABN 47 632 699 104) ("Velocity Global"), which operate under a common ownership and management structure. Both entities share integrated governance, operational systems, and supply chain management processes. Accordingly, the reporting boundary for this Statement encompasses the combined operations, subsidiaries, and supply chains of both entities, collectively referred to in this document as "The Hawk Group." The Hawk Group operates under unified management oversight, policies, and due diligence systems to identify, assess, and address modern slavery risks across all business activities.



This Statement is published in compliance with the Modern Slavery Act 2018 (Cth) and outlines the steps undertaken by The Hawk Group to identify, assess, mitigate, and remediate modern slavery risks in its operations and supply chains during the financial year ending 30 June 2025 (FY25).



All amounts stated in this Statement are in Australian dollars unless otherwise indicated. Unless otherwise specified, references to "the Company" or "the Organisation" refer to both Hawk Logistics Australia Pty Ltd and Velocity Global Pty Ltd, consistent with the definition of a single reporting entity under Section 14 of the Modern Slavery Act 2018 (Cth).



# Operations and supply chain



The Hawk Group operates six facilities located across Victoria, New South Wales (NSW), South Australia and Queensland. Company’s head office and principal place of business are situated at 45 Permas Way, Truganina VIC 3029. These facilities support The Hawk Group’s core logistics operations, which include refrigerated transport, specialising in temperature-controlled logistics for the safe and efficient movement of perishable goods across Australia; ambient transport, providing freight services for non-temperature-sensitive goods to meet diverse customer and industry requirements; and storage solutions, offering both dry and refrigerated storage capacity designed to maintain the integrity and quality of stored products.



During the FY25 reporting period, Hawk Group maintained a workforce of several hundred employees across Australia, engaged in a mix of permanent and non-permanent roles supporting its transport operations.



During the reporting period, Hawk Group did not engage any labour-hire or agency workers. All employees were directly employed by the company under lawful employment arrangements that comply with the Fair Work Act 2009 (Cth) and relevant Australian workplace relations legislation. These practices ensure fair employment conditions and mitigate the risk of modern slavery within the organisation’s direct operations.

The table below provides a clear overview of the company’s facilities across Australia.

Regions	Facilities
<b>South Australia</b>	3
<b>NSW</b>	3
<b>Victoria</b>	2
<b>QLD</b>	1



Figure 1: Our operational footprint



# Our supply chain

Figure 2: Procurement spend profile

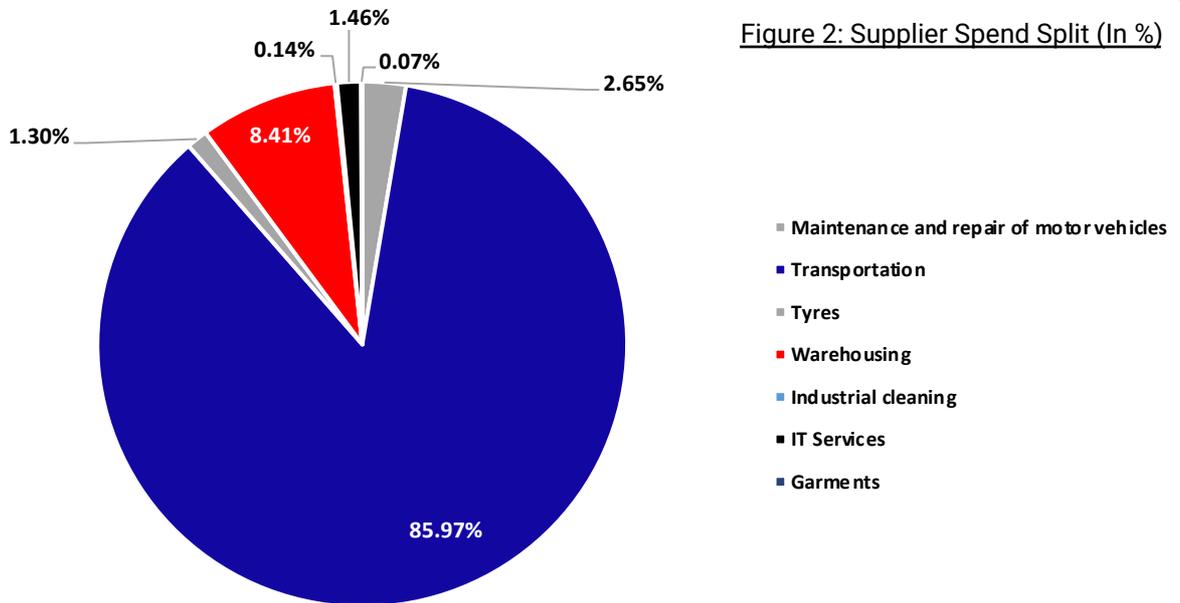


Figure 3: Suppliers Overview by Location





# Our supply chain

During the FY25 reporting period, the Company engaged 205 Tier 1 suppliers to support its national transport and logistics activities. Procurement expenditure was distributed across categories essential to the maintenance of Hawk Logistics' fleet, facilities and corporate functions. As identified in Figure 2, approximately 86 per cent of the Company's total procurement spend relates to transportation, principally fuel and linehaul service providers. The remaining spend was allocated to warehousing (8.4 per cent), maintenance and repair of motor vehicles (2.65 per cent), tyres (1.3 per cent), information technology and back-office support (1.46 per cent), cleaning services (0.14 per cent) and garments (0.07 per cent).



As illustrated in Figure 3, the supplier base is primarily domestic, with 203 of 205 suppliers (99%) located within Australia and only two suppliers (1%) operating internationally. This domestic concentration represents a localised procurement model, materially reducing exposure to modern slavery risks typically linked to multi-jurisdictional or complex global supply chains.

Of the two overseas suppliers, one is based in India, providing back-office support services, and one in China, supplying tyres, truck parts, and fleet spares. Both countries are recognised as having a higher inherent modern slavery risk due to factors such as labour intensity, manufacturing sector vulnerabilities, and regulatory enforcement challenges. These supplier relationships will therefore be subject to enhanced due diligence and ongoing monitoring.



While the low inherent risk within its Tier 1 network, the Hawk Group acknowledges the potential for modern-slavery risks within the upstream (Tier 2 and Tier 3) supply chain, particularly in sectors involving fuel extraction and refining, vehicle and component manufacturing, and textile production. The Company therefore seeks to engage only those suppliers who demonstrate a verifiable commitment to ethical labour practices, the protection of human rights, and compliance with all applicable laws and regulations.

All suppliers are contracted under formal commercial agreements that explicitly require compliance with Australian workplace, employment, and safety legislation, and with any other legal obligations relevant to the prevention of modern-slavery practices. Hawk Logistics continues to review and monitor its supplier relationships to ensure that the risks of modern slavery are effectively identified, assessed, and mitigated in accordance with its obligations under the Modern Slavery Act 2018 (Cth).

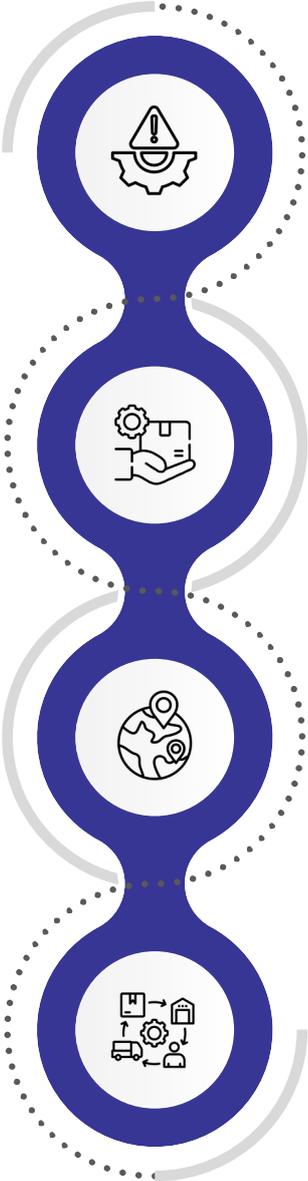


# 3. Supply chain risk assessment

In FY25 we carried out an inherent risk assessment of our supply chain by prioritising key categories of our Tier 1 suppliers. This targeted approach enabled Hawk Group to identify and address modern slavery risks more effectively within our operations and procurement network.



**Risk assessment approach: Modern slavery risks across categories**



### 1. Sector and industry risks

Consider whether there is a high prevalence of modern slavery in the particular industry or sector.

### 2. Product and services risks

Consider whether there is a high prevalence of modern slavery associated with the particular good or service

### 3. Geographic risks

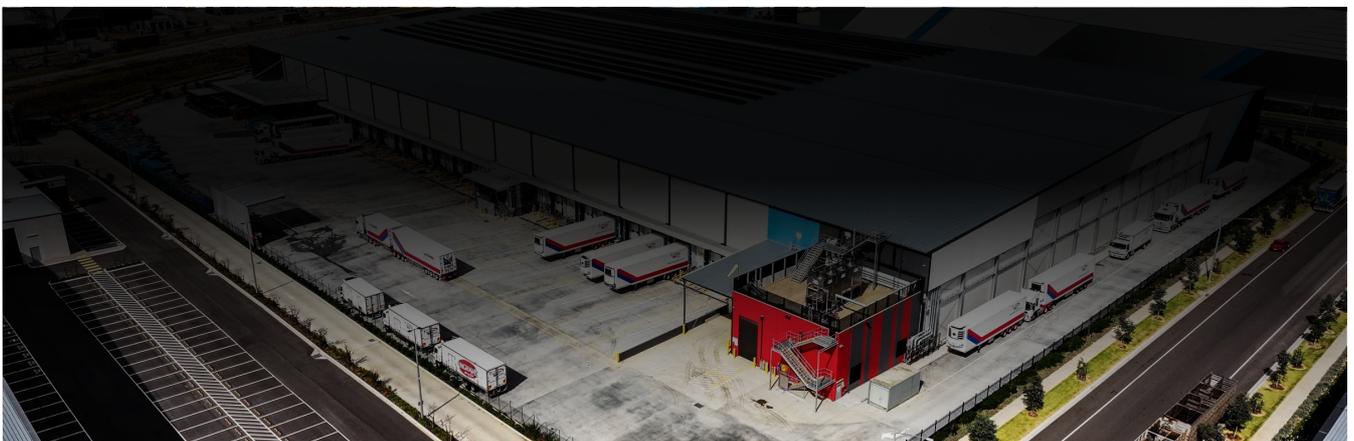
Consider whether there is a high prevalence of modern slavery in the location that the production or service is sourced or produced from

### 4. Supply chain model risks

Consider whether the nature of the supply chain model likely to be involved carries a greater risk of modern slavery



Our risk assessment follows a three-step process that uses a scoring system to classify risk levels across several factors.





# Risks of modern slavery in our operations and supply chain

Pursuant to section 16(1)(c) of the Modern Slavery Act 2018 (Cth), this section sets out the risks of modern-slavery practices that may exist within the operations and supply chains of the Hawk Group and the entities it owns or controls.

## A Operational Risk Profile

Hawks' operations are conducted exclusively within Australia and are subject to the Fair Work Act 2009 (Cth) and associated workplace-relations, safety, and taxation frameworks. All persons engaged by the Company are employed under lawful employment contracts that provide transparent terms and conditions of work. Accordingly, the inherent risk of modern-slavery practices within **Hawk Logistics' direct operations is assessed as low.**

## B Tier 1 Supply-Chain Risk Profile

During FY25, Hawk engaged 205 Tier 1 suppliers, of which 203 (99 per cent) are based in Australia and two (1 per cent) are located overseas. This domestic concentration substantially reduces exposure to high-risk geographies. The assessment of Tier 1 suppliers undertaken during FY25 determined that the **overall inherent risk of modern-slavery practices is low** to medium, with no supplier categories assessed as high-risk. Risks are mitigated through engagement with established Australian suppliers that demonstrate strong governance, ethical sourcing practices, and robust due-diligence frameworks.



### Our Approach to Risk Management

At **Hawk Logistics**, we recognise that managing modern slavery risk is an integral part of responsible and sustainable business practice. Our approach to risk management is built on a foundation of **governance, transparency, and continuous improvement.**



We adopt a structured process to **identify, assess, and mitigate potential modern slavery risks** across our operations and supply chain. This includes conducting inherent risk assessments, integrating supplier screening into procurement processes, and ensuring key personnel are trained to recognise and respond to potential indicators of modern slavery.



Our **policies, due diligence processes, and escalation mechanisms** are designed to ensure that risks are addressed proactively and that corrective actions are taken swiftly when required. Regular reviews of our risk management framework help us strengthen accountability, align with regulatory expectations, and uphold the highest ethical standards across our business network.



## C Upstream (Tier 2 and Tier 3) Supply-Chain Risks

While the low-risk profile of Tier 1 suppliers, the Company recognises that certain goods and services acquired from Tier 1 suppliers may involve upstream supply-chain stages located in jurisdictions with weaker labour protections. Potential exposure exists in:



### Fuel extraction and refining

processes within global energy supply chains;



### Textile and garment manufacturing

associated with uniform supply; and



### Vehicle component manufacturing and tyre production,

particularly involving natural-rubber sourcing;



### Offshore information-technology and back-office support services,

primarily located in **India** and **China**.

Each of these sectors and geographies is identified in the Global Slavery Index as presenting elevated modern-slavery risks due to systemic factors such as informal labour markets, limited regulatory enforcement, and complex subcontracting arrangements.

## D UNGP Alignment and Nature of Connection



In accordance with the UNGPs, Hawk Logistics assessed the nature of its connection to potential modern-slavery practices through the categories of **cause, contribute, and directly linked**. The assessment determined that:



The Company **does not cause** modern slavery within its own operations;



The Company **does not contribute** to modern slavery through joint or shared actions; and



The Company **may be directly linked** to modern-slavery risks through deeper-tier (Tier 2 and Tier 3) supplier relationships in the categories identified above.



**E**

**Understanding Modern Slavery Risks**

Hawk Logistics recognises that modern slavery can occur in complex and multi-tiered supply chains, particularly where visibility is limited beyond direct suppliers. As part of our FY25 assessment, we drew on our understanding of inherent risk exposure—influenced by industry, geography, product type, and workforce characteristics—to identify areas where modern slavery risks are more likely to manifest.

Our analysis focused on higher-risk categories based on the nature of goods and services procured, typical workforce conditions, and sector-specific vulnerabilities. This understanding informed our risk assessment process and prioritisation of future supplier engagement.

**Key Higher-Risk Categories and Example Risk Exposure**

Category	Examples of Inherent Modern Slavery Risks	How Risks May Manifest
<b>Transport &amp; Subcontracted Labour</b>	<ul style="list-style-type: none"> <li>• Outsourced drivers, loading/unloading labour, and warehouse contractors.</li> <li>• Use of subcontractors with limited oversight or complex labour hire chains.</li> </ul>	<ul style="list-style-type: none"> <li>• Underpayment or excessive working hours.</li> <li>• Lack of employment contracts.</li> <li>• Exploitative recruitment fees or debt bondage among temporary workers.</li> </ul>
<b>Tyres, Fleet Parts &amp; Consumables (Imported Goods)</b>	<ul style="list-style-type: none"> <li>• Products sourced from regions with higher modern slavery prevalence (e.g., rubber and automotive components from Asia).</li> </ul>	<ul style="list-style-type: none"> <li>• Forced or child labour in rubber harvesting and manufacturing.</li> <li>• Poor factory working conditions and lack of worker representation.</li> </ul>
<b>Facility Cleaning &amp; Maintenance Services</b>	<ul style="list-style-type: none"> <li>• Low-wage and migrant labour often engaged through third-party service providers.</li> </ul>	<ul style="list-style-type: none"> <li>• Underpayment, restricted movement, and coercive employment terms.</li> <li>• Limited ability for workers to speak up or seek remedy.</li> </ul>
<b>IT Hardware &amp; Electronics</b>	<ul style="list-style-type: none"> <li>• Components often sourced through complex global supply chains with low transparency.</li> </ul>	<ul style="list-style-type: none"> <li>• Child labour and forced labour in mining of minerals (e.g., cobalt, tin).</li> <li>• Poor traceability in raw material sourcing.</li> </ul>

In the next reporting period, Hawk Logistics plans to extend this risk mapping exercise to include medium- and lower-risk categories, ensuring a more comprehensive understanding of the entire supplier network. This approach will help refine due diligence priorities and strengthen mitigation strategies in alignment with the Modern Slavery Act 2018 (Cth).



**F Overall Risk Determination**

On the basis of the FY25 supply chain risk assessment, modern-slavery risks within Hawk Logistics’ operations and supply chains are assessed as low to medium inherent risk. No high-risk categories were identified. Residual exposure exists primarily in indirect supply-chain tiers and will be addressed through enhanced due-diligence, supplier engagement, and continuous monitoring consistent with the Company’s obligations under the Modern Slavery Act 2018 (Cth).

**United Nations Guiding Principles on Business and Human Rights**



Cause



Contribute



Directly  
Linked

Overall, Hawk Logistics predominantly procures goods and services within Australia, resulting in a low risk of modern slavery within its direct operations and Tier 1 supply chain. The Company’s employment practices and governance framework provide strong safeguards to ensure compliance with Australian workplace relations and human-rights obligations. However, due to the global nature of manufacturing and sourcing, potential exposure to modern slavery risks remains within Tier 2 and Tier 3 suppliers, particularly in categories such as rubber, textiles, and offshore IT services. Ongoing assessment and engagement with these suppliers form a key component of Hawk Logistics’ future mitigation strategy.



## 5. Actions taken during the reporting period

Pursuant to section 16(1)(d) of the Modern Slavery Act 2018 (Cth), this section outlines the actions undertaken by Hawk Logistics (“Hawk”) during the FY25 reporting period to identify, assess and address the risks of modern-slavery practices in its operations and supply chains.

### Action 1

#### Strengthened Policy Framework

Development and Implementation of a Modern Slavery and Human Rights Policy and governance structure In October 2024, Hawk formally adopted its Modern Slavery and Human Rights Policy, approved by the Chief Executive Officer. The Policy establishes the Company’s governance framework, delineates roles and responsibilities for oversight, and sets out procedures for identifying, assessing and addressing modern-slavery risks in accordance with the Modern Slavery Act 2018 (Cth) and the United Nations Guiding Principles on Business and Human Rights (UNGPs). It articulates a zero-tolerance approach to modern slavery, mandates due-diligence and training obligations, and provides confidential reporting and grievance mechanisms for employees, contractors and suppliers.

### Action 2

#### Training and Capacity Building

The Executive Leadership Team and Functional Heads participated in a modern-slavery awareness and compliance training session, designed to build understanding of the organisation’s obligations under the Modern Slavery Act 2018 (Cth) and strengthen capability to identify and manage modern-slavery risks within their respective areas of responsibility. A total of **eleven senior leaders** and business unit heads participated in this session, which increased awareness of modern-slavery indicators, reporting processes, and compliance requirements. This training will continue on an annual basis to reinforce organisational capability and support responsible decision-making in supplier engagement and operational management.

### Action 3

#### Supply-Chain Mapping and Inherent Risk Assessment

Hawk completed a mapping of its Tier 1 supply chain, supported by external benchmark data and the Global Slavery Index. This exercise informed the Company’s inherent-risk assessment and enabled a targeted review of key supplier categories, including transportation, warehousing, vehicle maintenance, tyres, information-technology services, cleaning services and garments. The analysis was undertaken using the UNGP framework to determine whether Hawk could cause, contribute to or be directly linked to modern-slavery risks.

### Action 4

#### Third-Party Modern Slavery Audit

In FY25, Hawk Logistics underwent its first independent SMETA Two-Pillar external audit, focused on Labour Standards and Health & Safety. The audit was conducted by qualified third-party assessors and reviewed Hawk’s governance, policies, recruitment practices, training, workplace conditions, and supplier management processes. The results were highly positive, confirming that Hawk has strong systems, policies, and controls in place to safeguard worker rights, ensure safe operations, and uphold ethical employment practices.



## Our approach to governance

The Hawk Group has formed a **Modern Slavery Committee** to guide and oversee our actions in managing modern slavery risks. The Committee is **led by the Chief Executive Officer**, who holds overall responsibility for governance, accountability, and ethical performance. Members include representatives from **Procurement, Operations, HR, Compliance, and Sustainability**, ensuring a cross-functional approach to identifying risks, improving supplier engagement, and driving continuous improvement across the business and supply chain.

Collectively, these actions established the governance, awareness and analytical foundations upon which Hawk will continue to develop and implement its modern-slavery risk-management framework in future reporting periods.





## 6. Assessing the effectiveness of our response



Pursuant to section 16(1)(e) of the Modern Slavery Act 2018 (Cth), this section describes how The Hawk Group assesses the effectiveness of actions taken to identify and address the risks of modern-slavery practices in its operations and supply chains.



As this is our first Modern Slavery Statement, our focus during FY25 has been on laying the foundations — building awareness among key personnel, developing an understanding of our operations and Tier 1 supply chain, and establishing a structured approach to managing modern slavery risks across our business and supply network.

In line with the Australian Government's guidance for first-year reporters, Hawk's efforts in FY25 centred on developing the governance, policy, and procedural framework required to support future measurement of effectiveness.

### Key actions undertaken include

-  Implementing the Hawk Logistics Modern Slavery and Human Rights Policy, outlining governance structures, accountabilities, and an annual review process.
-  Delivering targeted training to key managers and personnel across procurement, human resources, and operations to build awareness and capability to identify potential indicators of modern slavery.
-  Conducting an inaugural inherent risk assessment of Tier 1 suppliers, establishing a baseline for future comparative evaluation.



## Measuring and Strengthening Effectiveness

To ensure the ongoing effectiveness of these actions, Hawk's approach includes the following components:

**Governance and Oversight** – The Modern Slavery Committee, led by the CEO, reviews progress quarterly and ensures accountability across departments. Outcomes of key actions are reported to the Executive Team for oversight and continuous improvement.

**Awareness and Engagement** – Early feedback from training participants indicates improved understanding of supplier risks and reporting pathways. Hawk will measure this through post-training surveys and refresher sessions.

**Integration with Broader ESG Framework** – Modern slavery risk management is now embedded within Hawk's overall ESG and enterprise risk frameworks, ensuring ethical practices are part of core business processes.

**Early Signs of Impact** – Procurement and operational teams have started incorporating supplier risk considerations into decision-making, showing stronger ownership of ethical sourcing practices.

**Future Measurement Approach** – From FY26, Hawk will introduce KPIs such as training completion rates, supplier assessment coverage, and corrective action follow-ups to evaluate progress.



Our modern slavery strategy includes the following actions, which are being implemented on an ongoing basis



Expand training to a wider group of employees across all business functions.



Embed supplier contractual controls to ensure modern slavery obligations are included in procurement agreements.



Develop and roll out a Supplier Assessment Questionnaire (SAQ) to assess supplier awareness and compliance.



Review policies and procedures regularly to stay aligned with legislation and best practice.



Monitor training participation and supplier responses to track progress and identify improvement areas.



Review any reports or grievances and take corrective action where required.



### Continuous-Improvement

**Commitment:** To enhance transparency, accountability, and overall effectiveness, Hawk will conduct annual reviews of its modern slavery actions, incorporating lessons learned to refine and strengthen its approach. This continuous improvement process ensures that our efforts remain effective and aligned with our obligations under the Modern Slavery Act 2018 (Cth).





# 7. Consultation

Pursuant to sections 16(1)(f) and 16(1)(g) of the Modern Slavery Act 2018 (Cth), this section describes the process of consultation undertaken across The Hawk Group in the preparation of this Statement and the manner of its approval.

## Consultation Across Business Functions

The preparation of this statement involved consultation across key functional areas of Hawk Logistics and Velocity Global, which operate under an integrated management structure. Both entities share the same leadership and governance framework, with Velocity Global responsible solely for the engagement and management of labour hire. Consultation included input from key functions such as Human Resources, Procurement, Finance, Operations, and Corporate Governance. Representatives from these areas contributed information relating to workforce composition, supplier management, risk assessment, and policy implementation. The process was coordinated by the Corporate Services and Compliance function, ensuring the consolidation and consistency of information across all business units.



Throughout the reporting period, senior management were engaged through periodic meetings and document reviews to validate the findings of the Modern Slavery Risk Assessment and confirm the actions undertaken during FY25. The Executive Leadership Team reviewed the draft Statement to ensure that it accurately reflects Hawk's structure, operations, and supply-chain profile.



This Modern Slavery Statement was reviewed by the Executive Leadership Team and approved by the Board of Directors of Hawk Logistics on [Insert Approval Date]. In accordance with the Modern Slavery Act 2018 (Cth), the Statement is signed on behalf of the Board by Chief Executive Officer





# 8. Our future actions

Hawk Logistics (“Hawk”) is committed to the continuous improvement and development of its modern-slavery risk-management framework. The following initiatives are planned for FY26 and beyond to strengthen oversight, awareness, and supply-chain governance.

## Training and Awareness



Hawk will extend modern-slavery awareness and compliance training to a wider group of stakeholders. The program will build organisational capability to identify, manage, and escalate modern-slavery risks across all areas of responsibility.

## Supplier Engagement and Assessment



During FY26, Hawk will roll out a Supplier Assessment Questionnaire (SAQ) to Tier 1 suppliers identified as medium- or higher-risk through the FY25 inherent-risk assessment. The SAQ will request information on labour practices, employment conditions, and grievance mechanisms to strengthen visibility and accountability within Hawk’s supply chain.

## Supplier Contractual Obligations



Hawk will incorporate modern-slavery compliance clauses into all new and renewed supplier contracts. These clauses will require adherence to Australian workplace and human-rights laws, transparency within supply-chain operations, and the immediate reporting of any identified or suspected instances of modern slavery.

## Focus on Higher-Risk Sectors



Consistent with the findings of the risk assessment undertaken in FY25, The Hawk Group will prioritise enhanced due-diligence activities within higher-risk supplier categories, including rubber and tyre manufacturing, textiles, vehicle maintenance, and offshore information-technology services. These efforts will focus on reinforcing ethical-labour practices and monitoring compliance performance.

Hawk acknowledges that modern slavery is a complex and evolving issue. As the Company’s compliance framework matures, Hawk will continue to evaluate the effectiveness of its actions, implement targeted mitigation strategies, and collaborate with suppliers and industry stakeholders to promote fair, safe, and transparent working conditions across its operations and supply chain.



## 9. Approval and signature

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This statement is signed by **Miguel Vitug** in his role as the Chief Executive Officer and representative of The Board of Hawk Logistics Pty Ltd on 24/12/2025.

This statement was approved by the Board of Hawk Logistics Pty Ltd on 19/12/2025



Miguel Vitug  
CEO