

## Modern Slavery Policy

**Background:** This Modern Slavery Policy has been developed by Allied Express Transport Pty Ltd and Related entities (Allied Express). It covers the period of the Australian Financial Year 2019-20.

Modern slavery is a terrible practise that deprives a person's liberty and dignity for another person's gain. The term describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include:

- Human trafficking;
- Slavery;
- Servitude;
- Forced labour;
- Debt bondage;
- Forced marriage; and
- Child labour.

It is estimated that up to 40 million people are trapped in modern slavery worldwide, including many in developed countries. Approximately 25 million of these people are impacted by forced labour.

Women and girls are overrepresented, comprising about 70 per cent of modern slavery victims, with 25 per cent of all victims being children. Nearly two-thirds of forced labour victims can be found in the Asia-Pacific region.

This makes Australian businesses highly susceptible to the risk of being involved in this wrongdoing through their operations and supply chains.

**Structure, Operations and Supply Chain:** Allied Express is Australia's largest privately-owned express transport business, commencing operations in 1978. Head office is in Sydney, with each capital city having a call centre, operations hub and depot, as well as localised driver training, sales, account management and administration functions.

Operationally our business runs over 1000 vehicles nationally, from pushbikes to semi-trailers, and is complemented in regional and country areas by an agency network of 50 different partners, running another 1000 vehicles.

Allied Express offers a broad range of express transport solutions under the one roof, from metropolitan courier and taxi trucks, to intra and interstate road and air services, with storage and pick pack warehousing facilities, supported by leading edge technology, strong operational expertise and focused customer service.

**Purpose:** To ensure modern slavery practises are not taking place in any of our supply chains or in any part of our business operations.

**Scope:** This policy applies to all persons working for or providing services to Allied Express. We expect that all persons and organisations seeking a relationship with us are familiar with this policy and to act in a way consistent with its values.

**Policy:** Allied Express respects human rights and is committed to limiting the risk of modern slavery within our supply chains and operations. Our Company does not condone or use child or forced labour in any of our operations or premises and will work to ensure these practices are not present in our operations or supply chain. We expect that all organisations we engage with to do the same.

We declare that our workforce is voluntary and entitled to leave the company whenever they desire. Workers are not required to post a deposit or bond, and salaries are not withheld for any reason.

Our company will follow all laws and regulations regarding employment practices and if made aware of modern slavery practices in its own business, or within its supply chain, will resolve the issue in line with the values expressed in this policy. It is expected that suppliers have similar values to the company concerning modern slavery.

**Reporting Responsibilities:** All workers at Allied Express are responsible for the detection, reporting and prevention of modern slavery in our own business operations, and supply chain. Workers are encouraged to raise any concerns regarding instances of possible modern slavery.

If it is suspected or believed that a breach of this policy has occurred Allied Express workers are required to contact Allied Express management as soon as possible. If unsure about whether a particular act or conditions represents any of the identified forms of modern slavery, workers are instructed to raise concerns with their manager in the first instance or the Managing Director.

Allied Express has a no-blame policy regarding modern slavery reporting and will support all persons raising genuine concerns in good faith. No workers will suffer detrimental treatment i.e., dismissal or disciplinary action as a result of reporting their concerns in good faith.

**Training:** All workers will undertake an awareness programme on modern slavery, which covers:

- The various forms of modern slavery and how people can be held and exploited;
- The scope of the issue and how it affects our organisation;
- How personnel can identify the signs of modern slavery practices;
- Responsibilities of workers should they suspect modern slavery;
- All training will be performed using Allied Academy.

**Risk Assessment:** Allied Express commits to undertaking a detailed risk assessment to identify which parts of our operations and supply chains are most at risk from modern slavery. The focus will be placed on monitoring high-risk suppliers and mitigating associated risks.

Responsibility for assessing and addressing modern slavery risks is assigned to each general manager who will brief responsible persons i.e., directors, managers, and supervisors appropriately.

Allied Express will engage directly with credible experts, workers and other potentially affected groups in our operations and supply chains, to assess risks.

**Supplier Chain / Supplier Conduct:** Allied Express will undertake due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. Including:

- Assessing the risk profile of countries based on the Global Slavery Index;
- Identifying the presence of vulnerable demographic groups;
- Assessing risks in the provision of supplier services;
- Conducting an audit of suppliers, their health and safety standards, labour relations, and worker contracts.

Allied Express expects all new and existing suppliers to comply with the principles set out in this policy. We expect suppliers to operate in compliance with the laws and regulations of their applicable jurisdiction for the supply of goods and services to our company.

Suppliers must ensure that there are no modern slavery practices in their supply chains and operations.

If Allied Express or suppliers identify any incidence of modern slavery in their supply chains or operations, they must take all practical steps to address that occurrence or risk.

Suppliers must notify Allied Express as soon as practicable of any occurrence of modern slavery in their supply chain and notify relevant authorities where appropriate. As a condition of working with Allied Express we require all suppliers to confirm:

- Their workforce does not contain forced or compulsory labour practices;
- Their workforce is voluntarily and is entitled to leave the work whenever they desire;
- Provision of an employment contract that contains reasonable conditions and notice periods;
- Workers are not required to post a deposit/bond, and salaries are not withheld for any reasons;
- Workers are not required to surrender their passports or work permits as a condition of employment;
- Underage children are not used in undertaking work.



**Non-Compliance:** Allied Express strives to maintain the highest standards of conduct and ethical behaviour when managing our supply chain. All breaches of this modern slavery policy will be taken seriously and dealt with on a case by case basis.

- Workers – breaches of company policies and procedures by a worker may lead to disciplinary action. Serious breaches will be regarded as gross misconduct and may lead to immediate dismissal.
- Suppliers – Identification of non-compliance by suppliers will be assessed on a case-by-case basis with Allied Express working to ensure the supplier remains compliant with our company policies and procedures. Where serious breaches are identified, and the supplier cannot remain compliant, disengagement from the supplier will occur as soon as practicable.

This statement has been prepared in consultation with the Allied Express managing director, senior management, and depot and state managers nationally. It will be reviewed annually.

This statement was approved by the Board of Directors of Allied Express on 8<sup>th</sup> July 2022 and signed by the Managing Director.

Signed:

  
Michelle McDowell

Managing Director of Allied Express