

18 May 2022

## **Modern Slavery Statement**

This statement is made pursuant to the *Australian Modern Slavery Act 2018* (the **Act**) and constitutes the modern slavery statement for Kuehne & Nagel Pty Ltd for the financial year ending December, 2021.

This statement has been approved by the members of the Board of Kuehne & Nagel Pty Ltd on 12 May 2022.

We remain committed to improving our practices to combat modern slavery (including eight types of serious exploitation - human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services) in our supply chains or in any part of our business.

We are a leading provider of logistic services and have over 13 locations and approximately 600 employees in Australia. Our company comprises five key business units (Seafreight, Airfreight, Contract Logistics, Road, and Project Logistics) and five key functions (HR, IT, QSHE, Finance and Sales).

Our vision is to be the most respected forwarding and logistics company. This vision, together with our Ethics and Compliance program, is designed to ensure that we comply with all legal and regulatory requirements as well as with our internal regulations and other rules of professional conduct.

We have zero tolerance for all kinds of modern slavery and human trafficking within our business and supply chains. We have in place a supply chain compliance programme which requires all of our suppliers to sign up to, and comply with, the Kuehne and Nagel *Supplier Code of Conduct*. As part of the Supplier Code of Conduct, suppliers agree not to use forced, indentured, involuntary or child labour and agree to uphold internationally proclaimed human rights of workers. We take compliance with our Supplier Code of Conduct seriously and any breach allows us to terminate our relationship with a supplier immediately.

Our due diligence practices include ensuring that our supplier onboarding and ongoing audit processes continuously identify, assess and review our existing and new suppliers; reporting, sharing and reviewing findings and learnings within our senior management team; annually issuing a modern slavery statement; and responding promptly and effectively to any allegations of modern slavery practices.

Those steps form part of our contract management system and senior management responsibilities. Our audit processes are conducted both internally and externally and on an annual and ad-hoc basis. Through our compliance programs, authority matrix, procurement practices and financial audit processes we continue to regularly to undertake these steps and reviews.

Kuehne & Nagel Pty Ltd  
ABN 70 000 871 607

Level 6, 484 St Kilda Rd  
Melbourne VIC 3004  
Australia

PO Box 1118  
Tullamarine VIC 3043  
Australia

Tel: +61 3 9394 3300  
[www.kuehne-nagel.com.au](http://www.kuehne-nagel.com.au)

In order to identify specific risks of modern slavery, in addition to internal training within our business and supply chains, we have undertaken risk assessment for this reporting period. The risk assessment identified the following key risk areas: (1) use of agency and seasonal workers for all existing and new incumbents; and (2) use of 3<sup>rd</sup> party suppliers for the transport distribution network of our clients products within Australia.

In order to ensure compliance in these key risk areas, our Supplier Management Tool and the quality review process in place include a rigorous due diligence procedure, which ensures that we only deal with reputable organisations who share our zero tolerance approach to modern slavery.

While our processes to identify and address modern slavery issues have been enhanced by the previous review of our supplier onboarding and monitoring processes and the implementation of the two key recommendations flowing from the risk assessment process during this reporting period, we will continue to monitor and review these matters in the next reporting period.

Previously, we provided all staff with access to a confidential ethics reporting service through Expolink. Expolink was acquired by NavexGlobal, a leading global provider of hotline and other compliance services. During this reporting period, we conducted a supplier review of our Confidential Reporting line provider. This review was completed, and the appointment of NavexGlobal as supplier of our Confidential Reporting Line service through its “EthicsPoint” service was communicated to all staff, by June 2021. EthicsPoint offers a secure and confidential mechanism for staff to report concerns with unethical or illegal behaviours, including modern slavery issues, via phone or web intake. Reference to EthicsPoint services can be found on our compliance portal.

Identifying and addressing modern slavery is a universal and vital issue and there is a mechanism in place via EthicsPoint for employees to report any risks of trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

As at the date of this statement, no reports have been received.

We will continually review our actions and will take all further necessary steps to continue the prevention of modern slavery in our business and supply chains.

This statement applies to Kuehne & Nagel Pty Ltd.



Francis Murugan  
Managing Director – Kuehne & Nagel Pty Ltd  
Board Chairman - Kuehne & Nagel Pty Ltd

Dated: 12 May 2022

Kuehne & Nagel Pty Ltd  
ABN 70 000 871 607

Level 6, 484 St Kilda Rd  
Melbourne VIC 3004  
Australia

PO Box 1118  
Tullamarine VIC 3043  
Australia

Tel: +61 3 9394 3300  
[www.kuehne-nagel.com.au](http://www.kuehne-nagel.com.au)