

Introduction

This Modern Slavery Statement is prepared and presented by Northline Partnership (Northline) pursuant to the *Commonwealth of South Australia Modern Slavery Act 2018* (the Act).

According to the latest Global Slavery index, modern slavery affected more than 40 million people around the world in 2016. The term 'modern slavery' is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Specifically, the Act defines modern slavery as including the following eight types of serious exploitation:

- ✘ trafficking in persons,
- ✘ slavery,
- ✘ servitude,
- ✘ forced marriage,
- ✘ forced labour,
- ✘ debt bondage,
- ✘ deceptive recruiting for labour services, and
- ✘ child labour.

Northline takes a zero-tolerance approach to any form of modern slavery practices in our operations and our supply chain. Our corporate values of 'integrity, connected, safety, customer delight and Innovation' provide the underlying guidance for the development and implementation of effective systems and controls to identify, assess and eliminate modern slavery practices from within our own business, and from within third party participants within our logistics support and supply chain.

This statement is made to meet the requirements of the *Modern Slavery Act* and describes the steps taken by Northline during the financial year ended 30 June 2020.

Reporting Entity

Northline is an Australian based, privately owned and operated global logistics business. The partners of Northline Partnership are Australian companies.

Structure, Operations and Supply Chain

Northline provides national and international freight management, warehousing and distribution, and project logistics to a diverse customer base covering many sectors of the economy from the mining and oil industry to manufacturing and retail.

Northline was established in 1983 and currently operates 13 branches across mainland capital cities and key regional centres. We have connections to over 100 international agents based in countries all around the world. The business employs approximately 500 staff across Australia and has numerous sub-contractors across all states and territories of Australia providing services to our customers.





National Freight Management

- N** Domestic and international freight forwarding
- N** National line-haul network
- N** Premium services
- N** Multi-modal



Warehousing and Distribution

- N** Warehouse and distribution services
- N** Variable storage options
- N** Inventory and batch management
- N** Pick and pack services
- N** RF scanning
- N** Container unloading and loading
- N** Wharf cartage
- N** Labour
- N** Planning and flexibility
- N** Site and product security
- N** HACCP and AQIS accreditation



International Freight Management

- N** International network of agents
- N** Import and export processing
- N** Customs clearance
- N** Sea and air freight
- N** Bonded warehousing



Project Logistics

- N** Mining, construction, oil and gas industries
- N** Feasibility studies
- N** Front end design
- N** Construction and execution
- N** On-going operation



Risk of Modern Slavery Practices

Northline provides freight management and distribution services to our customers through the use of company operated vehicles as well as subcontracted vehicles. Northline's supply chains also include services that contribute to its operations, such as labour hire workers, cleaning, maintenance and security at Northline's sites.

Northline works with a large network of suppliers, labour hire agencies, subcontractors and customers both around Australia and Internationally. As such, Northline is aware that there is the potential to contribute to or be linked to modern slavery through our operations and supply chains in the transport and logistics sector and that there is the need to monitor and address the risks of modern slavery in an appropriate manner.

Such risks can include:

- labour rights, including forced or compulsory labour, wages, hours worked and child labour; and
- health and safety for the workers that Northline do not employ or who are otherwise engaged in supply chains operations outside of Northline's direct control.

We also understand that our workforce includes team members with base-skilled labour roles, with immigration visas and who have English as their second language. These team members may need additional support and information regarding potential human rights and modern slavery risks, and we recognise Northline's role in assisting with this.

Actions Taken to Assess and Address the Risk of Modern Slavery

Steps taken by Northline to identify and reduce the risk of modern slavery include:

- implementation of an Anti-Modern Slavery Policy;
- obtaining a questionnaire and declaration from suppliers in relation to their compliance with their obligations under the Modern Slavery Act and how they are meeting them;
- updating our contractor and supplier agreements to incorporate provisions relating to modern slavery provisions;
- ensuring that Northline's Whistleblower Policy includes protections for any notifications of Modern Slavery Act breaches;
- updating, reviewing and implementing relevant policies including our Respect for People in the Workplace Policy, our employment policies and contractor agreement checks; and
- ensuring that the recruitment, induction and ongoing employment of all team members complies with Australian employment legislation and National Employment Standards and Industrial Award provisions.

Assessing the Effectiveness of Actions Taken

This is the first year that Northline has prepared a Modern Slavery Statement and whilst no modern slavery concerns have been noted within our operations during the period, Northline recognises the importance of monitoring the effectiveness of its anti-modern slavery processes.



We intend to continue to strengthen our controls relating to our direct workforce, our labour hire agency workers, our subcontractors and our suppliers with respect to modern slavery risk via:

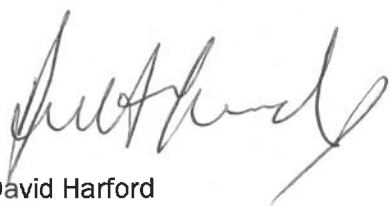
- N** regular audits of our supplier annual review of supplier questionnaires and declarations against the Modern Slavery Act obligations;
- N** addressing any cases reported through Northline's whistleblower procedures;
- N** provide training to our employees regarding their obligations under all applicable policies;
- N** ongoing updates to contractors and supplier agreements to incorporate provisions relating to modern slavery provision;
- N** contractor management engagement, covering the selection, management and monitoring of contractors engaged by Northline;
- N** recruitment policies to ensure that they provide appropriate guidance and assistance to all team members who are involved in the recruitment, selection and promotion of employees;
- N** our Respect for People in the Workplace Policy to ensure that discrimination, vilification, sexual harassment, bullying and victimisation is not tolerated within our workplace.

Northline has been pleased with the level of engagement shown by employees, suppliers and subcontractors to the initiatives undertaken to date to address and eliminate modern slavery practices. Employees have provided and continue to provide open and active feedback to the processes and procedures currently in place and are open to providing ways and means to improve upon these.

Looking Ahead

Northline is committed to working with our team members, employees and subcontractors to continue to improve our modern slavery response. Over the next year, our focus will be on continuing to monitor further legislative and regulatory development, reviewing and enhancing our programs and policies to account for applicable laws or business circumstances, continuing to focus on the engagement of suppliers, and monitoring any complaints made to applicable regulatory organisation as well as through our Whistleblower Hotline.

This statement was approved by all partners of Northline Partnership on 30 March 2021.



David Harford
Director

Northline Group Pty Ltd, managing partner of Northline Partnership
8 July 2021

