

2024 Modern Slavery Statement

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Message from the CEO

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Australia Post acknowledges the Traditional Custodians of the land on which we operate, live and gather as a team, and recognises their continuing connection to land, water and community. We pay respect to Elders past, present and emerging.

Purpose and scope

This Modern Slavery Statement (Statement) has been prepared by the Australian Postal Corporation ABN 28 864 970 579 (Australia Post) in accordance with the *Australian Modern Slavery Act 2018* (Cth) (Act). This Statement is also a Joint Statement made by Australia Post on behalf of its subsidiaries within the Australia Post Group that are reporting entities, as outlined in Appendix, for the purposes of the Act during the financial year ending 30 June 2024 (reporting period).

The Statement outlines the actions taken by Australia Post to address modern slavery risks within our operations and supply chains throughout the reporting period.

Modern Slavery definition

Modern slavery refers to situations where offenders use coercion, threats, or deception 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 the worst forms of child labour¹. In addition, deceptive recruitment is also an indicator of modern slavery. While issues such as underpayment and substandard labour conditions do not constitute modern slavery in themselves, they are still harmful and often illegal practices which can sometimes serve as indicators of modern slavery.

Mandatory reporting criteria

This Statement has been prepared to address the seven mandatory content criteria outlined in the Act. The table below indicates where each criterion is addressed within the sections of this Statement.

1 www.ag.gov.au/crime/people-smuggling-and-human-trafficking/ modern-slavery

Criteria	Reference in this Statement
Identify the reporting entity	Section 1 Appendix
Describe its structure, operations and supply chains	Section 2
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	Section 3
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	Section 3 Section 4
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Section 5
Describe the process of consultation with any entities the reporting entity owns or controls	Section 6
Any other relevant information	Section 7

Section

Message from the CEO



Australia Post has been delivering for all Australians for more than 200 years, and we are aware of the important role we have in delivering for our customers and the community. We believe our team members, together with everyone who contributes to our operations and supply chains, should be treated with dignity and respect. I'm proud that Australia Post is committed to taking measures to address modern slavery and adverse human rights impacts.

Combatting modern slavery is complex and requires commitment and a coordinated effort across multiple stakeholders, both locally and globally. Since 2010, Australia Post has been a signatory of the United Nations Global Compact, which promotes good practices and valuable learnings.

Our Modern Slavery Working Group, established in 2018, ensures we are assessing and addressing modern slavery risks within our operations, as well as those in our goods and services supply chains. Additionally, the Working Group provides guidance and support to ensure we are complying with our reporting responsibilities. This group brings together team members from across the business to address human rights risks.

Our commitment to continuously improving supply chain sustainability, traceability, and transparency is outlined in Australia Post's 2025 Sustainability Roadmap, which details our plan for sustainable growth through sound decision-making and is underpinned by our Post26 strategy.

In the 2024 financial year, we focused on piloting risk assessments beyond our direct suppliers, conducting a business-wide training needs analysis to identify capacity gaps, and partnering with community organisations to improve our response to potential modern slavery incidents. During this period, we also began the process of updating our ethical sourcing and modern slavery commitments at Australia Post, as well as the requirements for the entities we work with.

Australia Post supports the Australian Government's efforts to assist the business community in addressing modern slavery and striving for continuous improvement. We will continue to take a risk-to-people approach, and this statement provides an overview of our ongoing efforts and our commitment to improvement.

This Modern Slavery Statement was approved by the Australia Post Board of Directors on 15 November 2024.

Paul Graham Group CEO & Managing Director

Key progress in FY24

- Commenced updating the Group Modern Slavery Standard, and expanded it to include the adoption of ethical sourcing practices and the remediation of adverse human rights impacts in our operations¹ and supply chains².
- Piloted enhanced due diligence processes for contracting team member uniform suppliers to gain deeper insights into our goods supply chain beyond Tier 1³.
- Commenced establishing an ethical sourcing and modern slavery database, covering information on goods and services suppliers, grading results of social audits, non-conformances raised during audits and remediation status.
- Conducted a training needs analysis to identify capacity gaps for different audiences, outlining delivery methods and required bespoke content.
- Engaged with community organisations to review and improve our modern slavery incident response.
- Established a formal Working Group Charter to ensure clarity and alignment on purpose, member responsibilities, meeting cadence and time-bound action points.
- 1 Operation is defined as activities controlled by Australia Post and its reporting subsidiaries.
- 2 Supply chain is defined as the provision of goods and services by direct and indirect suppliers to Australia Post.
- 3 Tier 1 is defined as goods and services suppliers with direct trading relationships with Australia Post. Tier 2 is defined as finished goods manufacturing facilities (sites) that produce goods into their final form and supply them to Australia Post. Tiering of suppliers is aligned with the approach mentioned in the Commonwealth Modern Slavery Statement 2022–23.

Who we are

Our approach

Australia Post believes that everyone should be treated with dignity and respect and does not tolerate any of unfair or inhumane treatment of people.

We are committed to adhering to internationally recognised human rights principles, including the Ten Principles of the United Nations Global Compact, which Australia Post has been a signatory to since 2010.

We are committed to adopting ethical sourcing practices and taking measures to address modern slavery. Where our activities have caused or contributed to adverse human rights impacts, we will provide for, or cooperate in, remediating such impacts.

We recognise that addressing modern slavery requires not only making commitments and taking action within our operations but also working collaboratively with entities and individuals in our goods and services supply chains.





What we do

As Australia's postal service for more than 200 years, we continue to evolve to meet the changing expectations of our customers and communities and to deliver a better tomorrow.

As a Government Business Enterprise (GBE), we are entirely self-funded, with both commercial and community service obligations. Any profit we earn is either used to pay a dividend to our shareholder (the Australian Government) or reinvested in our assets and services, ensuring we are equipped to meet the changing needs of customers and communities.



Purpose and values

Throughout our long history, our social purpose and commitment to the community have remained constant, as building a sustainable future and serving our customers and communities continue to be our focus.

Our TIES values – Trust, Inclusivity, Empowerment, and Safety – underpin everything we do: the services we deliver, the products we provide, and, importantly, how we behave and communicate with each other and our customers.

In FY25, we will continue to deliver on our Post26 enterprise strategy, which sets out three key imperatives: supporting each other, delighting our customers and communities, and creating a sustainable future.

Our 2025 Sustainability Roadmap outlines how we will continue to improve by embedding sustainability throughout the enterprise. Driven by our purpose of delivering a better tomorrow, it is based on six initiatives designed to create positive social, environmental, and economic outcomes. The Roadmap directly supports and is underpinned by the Sustainable Development Goals – the globally recognised blueprint for ensuring people live in a safer, cleaner, more equal, and prosperous world.

Business structure

With our national support centre based in Melbourne, the Australia Post Group comprises the Australian Postal Corporation and various domestic and international subsidiaries and shareholdings, including those detailed in the Appendix.



Section 2

2024 Highlights

(H)

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Financial

\$9,129 million revenue

\$88.5 million loss before tax

2.3 billion items delivered around Australia

885 million digital customer visits

202 million visits to our Post Offices

Operations

4,198 Post Offices

3,520 Licensed Post Offices and Community Postal Agents

773 parcel lockers banks

14,000+ street posting boxes

5,131 electric delivery vehicles and electric bicycles

People

64,000+ total workforce¹

143 nationalities

3%

identifying as Aboriginal and Torres Strait Islander people

6.2%

living with disability

Including direct employees (permanent, fixed term & casual team members) and extended workforce (operational & non operational contractors and Licensees & staff).

Supply chains

5,259 suppliers to the Australia Post Group

5,135 suppliers through Group Procurement **124** suppliers through Retail Merchandise

(B)

\$68.2 million Retail Merchandise spend

\$**2.92** billion

in Group Procurement spend ¹

Excluding Mail Contractors (Last Mile), Non-Addressable, Retail Merchandise, Medical Expenses, Workers Compensation, Tolls, Vehicle Registration, Sponsorship, Police Certificate Costs, and Corporate Credit Card spend.

Global supply chain landscape

Logistics Fleet People Automation 31.9% 13.3% 9.0% 3.2% \$929,311,057 \$387,617,195 \$263,205,094 \$93,549,520 Group Procurement IT&T **Post Office Network** Property **Business**, professional and marketing services 23.5% 12.1% 0.7% \$684,848,268 \$353,460,283 6.2% \$21,692,450 \$181,914,485 Scotland Germany China Italy United States Vietnam India Thailand Australia Spend by country of origin **Group Procurement Retail Merchandise** Count of country of origin by supplier and sum of FY24 order value in AUD. Australia \$2,577,610,821 \$897,006 Australia \$10,209,403 Not available \$129,871,687 United States China \$49,888,966 Scotland \$112,581 \$119,682,977 Germany \$40,861 Thailand \$2,770,602 Germany \$35,597,628 China India \$178,674 USA \$189,457 \$58,428,453 Rest of the world \$513,317 Vietnam \$3,374,533 Italy/China Total \$2,921,191,565 Total **124** Countries \$68,175,401 Data represents the country of origin of the finished goods and Approximately \$68.2 million in Retail Merchandise¹ spend. services and is collected at Tier 1 suppliers level where the annual Including Australia Post's private label, direct import, branded 1 spend is above \$250 per annum merchandise, exclusive brands & products, Australia Post branded or \$500 per contract term. and unbranded packaging products for resale.

Spend by category

5



Risks

Overview

We apply a systematic approach to addressing modern slavery risks at Australia Post. In accordance with the Act, for us, modern slavery risks represent the risks to people engaged in our operations and supply chains. When risks are identified and their cause analysed, we take actions to mitigate them.

Since 2018, our endeavour has encompassed:

- Considering the Commonwealth Guidance¹ and focusing on factors such as country, industry, product, and vulnerable population.
- Leveraging our buyer membership with Sedex (an ethical trade service provider widely used by modern slavery practitioners) to inform our approach with data on suppliers' social performance.
- Engaging in multi-stakeholder forums and benchmarking against practices adopted by peers.
- Utilising cross-functional mechanisms, such as the Working Group, to consider emerging risks and coordinate efforts.
- Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities: modernslaveryregister.gov.au/resources/Commonwealth_Modern_ 1 Slavery_Act_Guidance_for_Reporting_Entities.pdf

Risk identification, cause analysis and action highlights

Due to having a direct line of sight and appropriate controls in place at an enterprise level, we consider the risk of modern slavery occurring among our directly employed team members to be low.

During FY24, we continued our work in the following focus areas within our operations and supply chains, where risks may be elevated due to various factors. We identified the risks to people, analysed their cause and took relevant actions to address these risks.



Operations

Licensed Post Offices (LPOs), Community Postal Agents (CPAs)

People at potentially higher risk

People employed by the LPOs and CPAs.

Potential cause

The workplaces are not operated by us and could potentially be remote, leading to reduced visibility and the lack of operational control.

Mitigation action highlights

- Providing capacity-building support and a selfassessment checklist to Licensees to help them meet their legal obligations.
- Monitoring compliance with workplace laws through audits and assessments.
- In FY24, 131 assessments were conducted, where 88 have been closed, 39 are being remediated and 4 are being assessed or pending further information from licensees.

Extended delivery contractors (managed by non-team members of Australia Post and StarTrack)

People at potentially higher risk

Potential cause

Individuals engaged by our Principal Delivery Contractors, Owner Drivers, Agents and Outside Hire Providers.

Fluctuating demand can result in high mobility among the people engaged.

Mitigation action highlights

- Embedding requirement to comply with the Supplier Code of Conduct in standard Australia Post's Delivery Contractor Agreements.
- Limiting layers of subcontracting.
- Undertaking due diligence assessments before engagement, checking areas including visa, underpayment, and sham contracting.

Services supply chains

Services not for resale - facility management

People at potentially higher risk

Potential cause

Individuals engaged by third-party companies in providing services such as cleaning, construction, and waste at Australia Post facilities. Work is often performed in less visible areas and outside normal hours.

The subcontracting model results in reduced visibility and the lack of operational control.

Services not for resale – selected categories

People at potentially higher risk

Individuals engaged by third-party companies such as labour hire agencies and guarding companies to perform duties in our processing facilities and retail stores. Potential cause

Fluctuating demand creates high mobility of people engaged.

Mitigation action highlights

- Embedding the requirement to comply with the Supplier Code of Conduct in standard procurement terms and conditions.
- Following an established program to onboard and manage third-party vendor compliance, including reviewing quarterly compliance reports provided by direct suppliers.

Mitigation action highlights

 Our panel of labour hire agencies is managed by the Procurement Lead and Vendor Manager in Group Procurement. They monitor the agencies' compliance with minimum rates, Australia Post's Pre-Employment Standards, and Enterprise Agreement (EA) pay rates. Regular audits and reports are part of the checking process against agencies meeting their obligations, candidates being paid correctly, screened properly, and matched to the right roles before starting work.

Goods supply chains

Goods for resale – Own Brand¹

People at potentially higher risk

People employed by Tier 2 sites (finished goods manufacturing facilities), with whom we don't have a direct trading relationship.

Potential cause

Reduced visibility and the lack of operational control of suppliers beyond Tier 1.

Mitigation action highlights

- Embedding the requirement to comply with the Supplier Code of Conduct in standard Retail Merchandise terms and conditions.
- Reducing the number of our retail SKUs and simplifying the range and supplier network to reduce our potential exposure to modern slavery risks.

Goods not for resale – selected categories

People at potentially higher risk

People employed by Tier 2 sites that manufacture goods, such as with certain raw materials, from certain locations, or belong to certain product categories (e.g. electric vehicles, uniforms, solar panels, personal protective equipment).

Potential cause

Reduced visibility and the lack of operational control of suppliers beyond Tier 1.

Complex supply chains exacerbate the lack of visibility and make tracing raw materials challenging.

Social audits have limitations in certain countries and locations.

Mitigation action highlights

- Embedding the requirement to comply with the Supplier Code of Conduct in standard procurement terms and conditions.
- Following an established Supplier Risk Management Framework and Supplier Assessment Workflow.
- Piloting human rights due diligence with selected Tier 2 sites.

1 Own Brand is defined as Australia Post's private label, direct import, branded merchandise, and exclusive brands and products.





Our journey so far

Our actions regarding ethical sourcing and modern slavery can be categorised into four pillars of work: governance and accountability, traceability and due diligence, monitoring, remediation and grievance mechanism, and capacity building & engagement.

2018

Consideration of Modern Slavery prior to the establishment of the Act

Risk assessment across the value chain

Rollout of updated code of conduct

Joined Sedex

2019

Formed Working Group

Set 2022 Targets

Supplier assessment rollout

Internal voluntary statement

1998

Board training

2020

First published Statement

COVID-19 response

Modern Slavery Standard (policy) introduced

Supplier assessment rollout

Australia Post



2021

Improved supplier assessment approach

Response and remediation plan

Red Flag training

Business risk analysis

Property audit

2022

Accelerated and refined risk management of Retail Merchandise

Enhanced decision making for higher risk suppliers

Scaled up and enhanced staff training

Fully articulated modern slavery risks including controls and required actions



Strengthened Working Group membership

Enhanced focus on incident response & remediation

Commenced Tier 2 supplier assessments

Delivered updated Red Flag training

2024

Expanded the Group Modern Slavery Standard to include ethical sourcing and human rights remediation

Piloted due diligence with uniform suppliers for deeper supply chain insights

Initiated a database for ethical sourcing with supplier and audit details

Assessed training needs to address capacity gaps

Partnered with community organisation to strengthen modern slavery response

Created a Charter for the Ethical Sourcing and Modern Slavery Working Group 9

Section 4

Governance and accountability

Strong governance and clear accountability are the foundation of our robust approach to ethical sourcing and modern slavery.

At Australia Post, our approach is guided by internationally recognised principles, governed by organisational policies and procedures, and enforced through contracts and agreements with external parties. We hold not only ourselves accountable but also the entities and individuals within our goods and services supply chains.

Internationally recognised principles	The Ten Principles of the United Nations (UN) Global Compact ¹	We remain committed to the principles of the United Nations (UN) Global Compact, the world's largest voluntary corporate citizenship initiative, in alignment with our shareholder's objectives of good governance of GBEs. Australia Post first became a signatory in 2010.
	Ethical Trading Initiative Base Code ²	We are a supplier/buyer member of Sedex and in the process of onboarding Tier 1 suppliers and Tier 2 sites onto the platform. We are also requesting periodic social audits, primarily using the SMETA (Sedex Members Ethical Trade Audit) methodology based on the ETI Base Code.
Organisational policies and procedures	Our ethics: how we do things at the Australia Post Group ³	Our code of conduct, <i>Our Ethics</i> , embodies our Group-wide commitment to addressing modern slavery.
	2025 Sustainability Roadmap⁴	The Roadmap sets out initiatives and targets aligned to the Sustainable Development Goals, including:
	·	 Continually improving supply chain sustainability, traceability and transparency.
		 Partnering with suppliers to reduce environmental and modern slavery risks.
	Group Modern Slavery Standard ⁵	The Standard functions as a stand-alone policy document on modern slavery, aligned to relevant standards and principles.
	Supplier Code of Conduct ⁶	The Code sets out the minimum expectations for our suppliers, including the requirement to ensure that no child labour, forced labour, or involuntary labour is used, and that operations comply with recognised national and/or international standards.
	Procurement Policy and Supplier Risk Management Framework	The Policy and Framework provide guidance on ethical purchasing in the procurement of goods and services.
	Whistleblower Policy and guidance ⁷	The Policy and guidance provide a grievance reporting mechanism for individuals both within and outside our business.
Contracts and agreements	Australia Post Delivery Contractor Agreement	The Agreement requires principal contractors to comply with the Supplier Code of Conduct and limits layers of sub-contracting to one.
	Retail Merchandise and Group Procurement standard terms and conditions	The standard terms and conditions require our contractual suppliers of goods and services to comply with the Supplier Code of Conduct.

1 unglobalcompact.org/what-is-gc/mission/principles

2 ethicaltrade.org/eti-base-code

 $\label{eq:content} 3 \quad auspost.com.au/content/dam/auspost_corp/media/documents/our-ethics-booklet.pdf$

 $4 \quad auspost.com.au/content/dam/auspost_corp/media/documents/2025-sustainability-roadmap.pdf$

 $5 \quad auspost.com.au/content/dam/auspost_corp/media/documents/group-modern-slavery-standard.pdf$

6 auspost.com.au/content/dam/auspost_corp/media/documents/supplier-code-of-conduct.pdf

 $7 \quad auspost.com.au/content/dam/auspost_corp/media/documents/our-ethics-and-whistleblower-information-sheet.pdf$

Traceability and due diligence

Without insights into operations and supply chains and conducting appropriate due diligence activities, even the best policies remain merely theoretical. Australia Post operates within intricate, multi-tiered supply chains where the risks associated with ethical sourcing and modern slavery are heightened by obscured visibility due to layers of contracting, geographic dispersion, and language barriers.

Traceability

By working with members of the Working Group, we have gained the following insights. We recognise that the manufacturing facilities and service providers are not owned by us and that mapping these areas of focus is a time-consuming exercise requiring ongoing effort. We are committed to continuously improving our practices.



Focus areas

Licensed Post Offices (LPOs) and Community Postal Agents (CPAs)

Key insights

7,495 team members hired by 3,520 Licensed Post Offices and Community Postal Agents

Focus areas

Extended Delivery (managed by non-team members of Australia Post and StarTrack)

Key insights

Australia Post

Under the Australia Post brand, we engaged approximately 10,000 Direct Contractors/Owner Drivers and sub-contractors.

StarTrack Express

Under the StarTrack Express, Courier and Premium brands, we engaged last mile delivery team members through contractors (direct and sub-contracted), labour hire and outside hire. Through these extended workforce groups, we engaged approximately a total of 2,613 drivers either directly or through 221 companies. Services supply chain

Focus areas

Services not for resale – facility management

Key insights

We have one facility management supplier and focus on the below services sourced in FY24:

Cleaning

Three cleaning vendors and 29 sub-contractors, with approximately \$61.7 million in annual spend.

Major construction

39 major construction vendors¹, with approximately \$65.3 million in annual spend.

Waste

Four waste vendors and 38 sub-contractors, with approximately \$8.1 million in annual spend.

Labour hire

Nine labour hire service providers engaged 7,321 people, with approximately \$120 million in annual spend.

Guarding

Two guarding suppliers employ 346 guards directly:

Eight sub-contractors were engaged, 18 guards were employed.

The annualised estimated spend is \$30 million.

1 As of September 2024, there are 39 sub-contractors on the national supplier panel, not all of which are actively being utilised.

Goods supply chain

Focus areas Goods for resale

– Own Brand

Key insights

124 Tier 1 suppliers

Focus areas

Goods not for resale – selected categories

Key insights

Solar

We source solar panels and related products through our facility management supplier, with \$409.8K in annual spend for FY24.

Two companies were identified as being responsible for product sourcing, installation, operation and maintenance;

Seven suppliers were identified at the manufacturing level.

Uniforms

Approximately \$6.6 million in annual spend with one incumbent supplier. See the case study on page 12 for more details.

Protective clothing

Three contractual Tier 1 suppliers were identified, with a combined annual spend of approximately \$4.72 million and finished goods from Australia and the People's Republic of China.

Electric vehicles

Two contractual Tier 1 suppliers were identified, with a combined annual spend of approximately \$8.2 million and finished goods and parts from Switzerland, the People's Republic of China, and Taiwan.

Due diligence

In FY24, we continued to build on work done in previous years and considered the vulnerability of people to exploitative practices, the categories of goods and services sourced, their country of origin.

With our leverage to effect positive change, we continued to conduct due diligence activities (see "Risk identification, cause analysis & action highlights" in Section 3). We will build on these our efforts in the next reporting period.



Tier 2 supplier mapping and due diligence

In FY24 our Tier 2 supplier mapping and due diligence framework continued to mature. Within our high-risk categories, we now require:

- Tier 1 suppliers:
 - become Sedex members, complete the SAQ and SMETA audits (if the SAQ returns a medium or high risk rating).
 - have an effective Grievance Mechanism (or commit to its implementation) and report regularly to Australia Post, including the sharing of data on the nature of the grievances received and how these were addressed.
 - provide Australia Post with a "Tier 2 facility database by SKU", which allows Australia Post to easily identify the manufacturing location of each individual product supplied.
- All Tier 2 suppliers: become Sedex members, and complete the SAQ and SMETA audits (if SAQ returns a medium or high risk rating).

Our most mature high-risk category to date is our Uniforms category. Working closely with our new uniform supplier, we have visibility for the first time of 18 manufacturing facilities, all of which have completed either SMETA or BSCI audits. Through establishing the Tier 2 facility database, we can now track all 600 items of clothing in our new uniforms range back to its originating manufacturing facility.

In FY25, other high-risk categories that will replicate this approach to Tier 2 supplier mapping include Print & Packaging, Elective Vehicles and Mail Processing Consumables.

Monitoring, remediation and grievance mechanism

Monitoring and remediation

In the spirit of continuous improvement, we benchmarked ¹ against practices adopted by leading Australian businesses, considered materials such as the Guidance on Reasonable Steps² prepared by the New South Wales Anti-slavery Commissioner, and began reviewing our current activities, including auditing and assessing LPOs, conducting compliance audits on delivery partners, and reviewing quarterly compliance reports provided by service providers.

During the reporting period, we also commenced reviewing our modern slavery incident response framework in collaboration with external stakeholders (detailed in Section 5). We aim to complete these reviews in the next reporting period and provide the business with further guidance on monitoring social performance and remediating adverse human rights impacts in the focus areas.

Grievance mechanism

Whistleblowing matters are generally received via the Our Ethics and Whistleblower hotline which is managed by a third party. Complainants can either call the Whistleblower hotline and lodge a complaint or they can go online and lodge a complaint.

Upon receipt of the complaint, we assess the matter to determine whether it meets the criteria for a protected disclosure under the relevant whistleblower legislation and then triage the matter for investigation.

In FY24, 228 complaints were made through the Whistleblower hotline, and the vast majority of these did not meet the protected Whistleblower criteria. Where complaints are substantiated, actions are taken under applicable agreements and disciplinary action for team members.

- 1 worldbenchmarkingalliance.org/publication/social/rankings/
- $2 \quad dcj.nsw.gov.au/documents/legal-and-justice/anti-slavery-commissioner/due-diligence-and-reporting/guidance-on-reasonable-steps.pdf$

Capacity building and engagement

Capacity building

A comprehensive training program remains integral to our commitment to ethical practices, encompassing online modern slavery training and thorough ethical sourcing education for stakeholders.

In FY24, we conducted a business-wide training needs analysis to identify capacity gaps and are in the process of updating the program. Additionally, we continued to provide training modules for team members and made relevant content available to entities and individuals in our operations and supply chains. The table below outlines our efforts during this reporting period.

Cohort	Method	Content	Cadence and Outcome
LPOs and CPAs	eLearning module	Workplace law compliance, employment-related knowledge, general retail industry award, hiring, right to work and ending employment.	1,619 people completed the training, spending approximately 3,228 hours.
Targeted audience in Procurement	eLearning module	Procurement practices	Retraining team members have to refresh once every two years

Engagement

During the reporting period, we participated in the United Nations Global Compact Network Australia Modern Slavery Community of Practice and joined a panel discussion organised by Sedex to share experiences and learnings with participants.



Effectiveness

The Modern Slavery Working Group, established in 2019, is a key mechanism for ensuring the effectiveness of our approach. It facilitates concerted planning and assigns accountability for taking action. The purpose of the Working Group is to lead a business-wide effort to assess and address modern slavery risks across our operations and supply chains.

During the reporting period, we worked on expanding the Group's scope to include ethical sourcing. We established a Working Group Charter, updating its purpose, scope, membership, member responsibilities, and meeting cadence. In the next reporting period, we will provide a more detailed update.



Consultation

Internal consultation

The Modern Slavery Working Group, led by the Group Sustainability Office, developed this Statement. Members of the Working Group, including those from risk and compliance, sustainability, procurement, retail merchandise, security, employee relations, the retail network, the delivery network, property, and legal, were consulted.

The Audit and Risk Committee of the Board endorsed the Statement before final approval by the Board of Directors.

Unions will be provided with a copy of the Statement as part of Australia Post's ongoing engagement with team members and their representatives.

External consultation

In designing and improving our approach to remediating any adverse human rights impacts we might have caused or contributed to, we seek input and consider feedback from external stakeholders where appropriate.

The following case study highlights our efforts during the reporting period.



Community organisation engagement

Since FY21, Australia Post has been working to improve our readiness to respond appropriately to potential modern slavery incidents in our operations and supply chains. A critical part of this work is the development and regular review of our enterprise Modern Slavery Incident Response & Remediation Framework (IR&RF).

Aligned with Commonwealth guidance and based on the UN Guiding Principles, the IR&RF establishes grievance, reporting, and escalation mechanisms, ensuring that Australia Post is equipped to investigate and respond to potential modern slavery incidents.

In FY24, Australia Post continued discussions with a well-known community organisation about the IR&RF. Leveraging the organisation's published resources for businesses, community members, and frontline workers to understand the risks and signs of modern slavery, and its expertise in community education, the organisation provided constructive feedback on the IR&RF. We are in the process of incorporating this feedback into our broader monitoring and remediation work.



Additional information and next steps

The Australia Post Group is committed to continuously improving our efforts to assess and address modern slavery risks. We recognise that this requires an ongoing commitment. Through our Ethical Sourcing and Modern Slavery Working Group, we will continue to identify and manage modern slavery risks and report progress transparently.

Key priorities for FY25:

1

Strengthen governance of our goods for resale – Own Brand supply chains, where we have more leverage to drive continuous improvement.



Improve visibility into Tier 2 goods not for resale suppliers to better identify factory-level issues, enabling effective engagement with suppliers to investigate and remediate harm.



Establish a database for continuous supplier monitoring and social issue remediation, setting a baseline to track progress and measure success.



Deepen engagement with external stakeholders and update internal capacity-building materials to enhance team members' understanding of modern slavery and improve their ability to identify and respond to potential incidents.

Appendix

List of reporting entities

The following wholly-owned subsidiaries of the Australian Postal Corporation¹ are registered in Australia with an annual consolidated revenue of over \$100m across the reporting period, thus meeting the Act's definition of a reporting entity.

- Star Track Express Pty Limited ACN 001 227 890
- Star Track Express Holdings Pty Limited ACN 106 690 153
- Star Track Express Investments Pty Limited ACN 002 454 533
- Australia Post Global eCommerce Solutions (Aust) Pty Ltd ACN 612 954 784
- Australia Post Transaction Services Pty Ltd ACN 116 164 286
- AP Global Holdings Pty Ltd ACN 609 953 504
- AP International Holdings Pty Ltd ACN 110 171 723 ²
- AUX Investments Pty Ltd ACN 146 824 919
- 1 Australia Post Global eCommerce Solutions (UK) Limited, a wholly owned subsidiary registered in the United Kingdom, is required to report under the Modern Slavery Act 2015 (UK) and is not a reporting entity for the Australian Modern Slavery Act 2018 (Cth).
- 2 Through Australia Post's wholly owned subsidiary, AP International Holdings Pty Ltd, we have established and hold a 49% interest in an international joint venture with China Post (China Post Logistics Company Limited) called Sai Cheng Logistics International Company Limited.

