

Introduction

This Modern Slavery Statement is made in accordance with the *Modern Slavery Act 2018* (Cth) and covers the period from 1 July 2020 to 30 June 2021. This Statement is made by AFS Logistics Australia Pty Limited and covers the risks of modern slavery in our operations and supply chains and the actions that we have taken to assess and address those risks.

AFS Logistics Vision Statement

Our vision is to be recognised as the leading independent logistics services partner, delivering exceptional value through customised, innovative and technologically enabled solutions.

Organisational Structure, Operations and Supply Chains

Organisational Structure

1. AFS Logistics Australia Pty Limited is an Australian proprietary company, and is the parent of a group of companies that operate the business known as **AFS Logistics**. The AFS Logistics group of companies comprises:
 - AFS Logistics Australia Pty Limited
 - Moveit Pty Limited
2. Companies within the AFS Logistics group of companies share central governance, legal and procurement functions.
3. The AFS Logistics Head Office is in Melbourne, Australia. We also have an office in Sydney, Australia, and operational facilities in Dandenong, Australia. We contract approximately 130 FTE in Melbourne, Sydney, Adelaide, Brisbane and India.

Operations

AFS Logistics is a leading logistics management specialist, supporting over 80 leading brands across multiple categories, throughout Australia and internationally. We are predominately involved in the provision of Transport and Logistics Solutions and associated services to client businesses, through online, telephone, email, and face to face consultancy formats. Our operations are supported by activities such as leasing of property, distribution, purchasing, marketing and sales, which are undertaken principally in Australia.

Supply Chains

The main categories of goods and services that AFS Logistics obtains through its supply chains are:

1. IT equipment;
2. transport and logistics services, which are sourced from a network of more than 120 carrier partners;
3. IT and customer support services; and
4. Cleaning services for our offices, and facilities.

Modern Slavery Risks in our Operations and Supply Chains

Due to the level of control that AFS Logistics exercises over its direct operations, it considers its exposure to modern slavery risks in its own operations to be relatively limited. AFS Logistics strictly complies with all the National Employment Standards and other relevant employment legislation in Australia and any other country or territory in which it may conduct business.

All full time and part time Australian personnel are offered employment contracts which adhere to, or exceed, all the standard conditions set out by the relevant Australian laws. Part-time and fixed-term personnel within AFS Logistics are provided with the same pro-rata contractual entitlements as full-time and permanent personnel. If these are not offered, AFS Logistics ensures that it has legally and objectively justifiable grounds. All AFS Logistics personnel are offered an appropriate remuneration package, and AFS Logistics prides itself on the additional benefits it can offer its employees on a wide variety of platforms

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Passion



Respect



Trust



Commitment



Teamwork

AFS Logistics considers that, to the extent it is exposed to modern slavery risks, its main exposure exists within its supply chains. We have considered the extent to which we may contribute to, cause or be linked to modern slavery risks in our supply chains. Through this process, we have identified the following key risk areas:

1. the use of transport and logistics workers engaged by third-party suppliers; and
2. the working conditions and terms of employment of cleaners who supply cleaning services to our offices, facilities, who are employed by labour-hire providers.

Actions taken to address and identify modern slavery risks

AFS Logistics is committed to preventing modern slavery and human trafficking within its own business and within its supply chains. AFS Logistics endeavours to minimise the risk that such practices might take place within its business, or within the businesses of any organisation that supplies goods and/or services to AFS Logistics. AFS Logistics understands that this requires an ongoing review of both its own internal practices and those of its supply chain partners.

Due diligence

1. AFS Logistics' Senior Leadership Team undertakes an annual review of AFS Logistics' policies and practices on identifying modern slavery within its organisation and supply chains.
2. AFS Logistics conducts staff surveys, on an anonymous basis, to give personnel a voice on their individual engagement, their department and the AFS Logistics business as a whole.
3. AFS Logistics carries out due diligence in relation to ensuring modern slavery is both recognised, and reported, within its supply chain. AFS Logistics has a review process in place to perform annual compliance assessment of a sample of key carrier and supplier partners, with modern slavery being included in the specified criteria.

Remediation

1. AFS Logistics has a zero-tolerance policy towards modern slavery. AFS Logistics has a policy of refraining from entering any business arrangements with any organisation which knowingly supports, or is found to involve itself, in slavery, servitude and forced or compulsory labour
2. Where an existing supplier is found to have failed to meet AFS Logistics' expectations in relation to modern slavery practices, it will take remedial steps such as directly engaging with the relevant supplier, undertaking an audit, and, where the breach is serious and cannot be remediated through other actions, terminating the engagement.
3. In addition, AFS Logistics has a Whistle-blower policy, which encourages the reporting of any potential wrongdoing which will be put in place in January 2022. AFS Logistics encourages the use of its Whistle-blower policy to report any concerns regarding modern slavery and will investigate any complaints thoroughly and confidentially. AFS Logistics has a Senior Leadership Team to whom all concerns regarding modern slavery may be addressed.
4. Further, AFS Logistics is developing a Corporate and Social Responsibility Policy, which further defines its stance on modern slavery.

Assessing the effectiveness of modern slavery actions

Training

1. Upon commencement of engagement, all personnel undergo a structured induction process. All employees are made aware of all AFS Logistics policies relating to the standards of behaviour that is required from them.
2. AFS Logistics sets itself a target of ensuring that 100% of new personnel shall complete a full induction within two weeks of commencement of their engagement.
3. AFS Logistics is putting in place training programs to increase on awareness of modern slavery to those within AFS Logistics who have been identified as having responsibilities in this regard, namely those involved in finance, legal and risk, information technology, procurement, and supplier contractual arrangements.
4. AFS Logistics ensures that annual update training is provided.

Other actions

To ensure the effectiveness of the actions taken by AFS Logistics in combating modern slavery, AFS endeavours to:

1. Ensure action is taken in response to any reports of modern slavery within its supply chains;
2. Ensure any complaints made via the whistle-blower policy are responded to in accordance with the policy; and
3. Seek written confirmation from suppliers during the annual Compliance Audit and onboarding process.

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Consultation

In preparing this Statement, AFS Logistics consulted with a cross-functional working group of employees with responsibility for the oversight of procurement, legal and risk processes across the business. AFS Logistics management team members with specific operational responsibility for the reporting entities covered by this Statement (and the entities controlled by it) were also asked to provide feedback on the Statement prior to it being presented to the board of directors of AFS Logistics Australia Pty Limited for final review and approval.

This statement relates to the 2020/2021 financial year and has been approved by the Board of AFS Logistics Australia Pty Limited.

Anthony Bates – Managing Director of AFS Logistics Australia Pty Limited

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Paul Hopgood – Chief Executive officer

..... Date

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