



DHL 2025 **MODERN SLAVERY POLICY STATEMENT**





REPORTING ENTITIES

This modern slavery statement has been prepared to meet the requirements of the **Modern Slavery Act 2018 (Cth)** (Modern Slavery Act) for the 2024 calendar year.

It is a joint statement made by

DHL Supply Chain (Australia) Pty Ltd ACN 071 798 617, **DHL Express** (Australia) Pty Ltd ACN 001 112 929, **DHL Global Forwarding** (Australia) Pty Ltd ACN 002 636 124, Deutsche Post Global Mail (Australia) Pty Ltd ACN 093 118 346 trading as **DHL eCommerce**.

Together referred to as **DHL AU/we**.

DHL AU is a part of the DHL Group (**the Group/we**).

The DHL Group is the world's leading logistics company with approximately 601,000 employees operating in more than 220 countries and territories. The Group connects people and markets and is an enabler of global trade. It aspires to be the first choice for customers, employees and investors worldwide. To this end, the DHL Group is focusing on growth in its profitable core logistics businesses and accelerating the digital transformation in all business divisions. The Group contributes to the world through its commitments to clean operations for

climate protection, being a great company to work for all and a highly trusted company.

DHL AU provides a range of supply chain services to its customers, including value-add logistic solutions, e-commerce fulfilment, reverse logistics, procurement, co-packaging, distribution, managed transportation and customs brokerage.

As part of the Group, DHL AU is fully aligned with all Group policies and practices in relation to responsible business practice and human rights standards, including those in relation to forced labour, or modern slavery. The Group's Human Rights Policy statement complements the DHL Group's Code of Conduct, the basis and benchmark for all guidelines and regulations that ensure responsible and ethically irreproachable conduct within the Group. The policy statement defines its minimum standards for working conditions and human rights in the Group's employee and partner relations. For our suppliers, the DHL Group's Supplier Code of Conduct sets out the required minimum human rights minimum standards. All policies are regularly reviewed to ensure they are relevant and remain fit for purpose.

The DHL AU entities use a number of similar policies and processes and operate in broadly the same sector. DHL AU has therefore provided a single, consolidated description of its actions to assess and address modern slavery risks.

This statement was approved by the boards of:

- DHL Supply Chain on 25 June 2025;
- DHL Express on 23 June 2025;
- DHL Global Forwarding on 23 June 2025; and
- DHL eCommerce on 24 June 2025.

DHL AU STRUCTURE, OPERATIONS AND SUPPLY CHAIN

STRUCTURE

Each of the DHL AU entities are companies incorporated in Australia. The ultimate holding company of the DHL AU companies is Deutsche Post AG. Deutsche Post AG is a company incorporated in Germany.

DHL Supply Chain's registered address is Rhodes Corporate Park, Building C Level 4, 1 Homebush Bay Drive, Rhodes NSW 2138, DHL Express's registered office is at Level 10, 68 Pitt Street, Sydney NSW 2000, DHL Global Forwarding's registered office is at 96-106 Link Road, Melbourne Airport, VIC 3045 DHL e-Commerce's registered office is at Building 1, Millennium Court, Unit 1, 33-41 Military Road, Matraville, NSW 2036.

DHL AU employs over 6000 workers at 116 locations around Australia.

DHL Supply Chain owns DHL RES (Australia) Pty Limited (ACN 632 360 822) ("DHL RES"), a company which is used for real estate structuring purposes. DHL RES does not have any employees and does not undertake operating activities or have a supply chain in a traditional sense. Accordingly, as at the time of this statement, it does not have any identifiable modern slavery risks in its operations or supply chains, or take actions to assess or address such risks, beyond those actions taken by DHL AU.

DHL Supply Chain acquired the Glen Cameron Group in June, 2022, which includes Cameron Interstate Pty Ltd ACN 094 001 215, Cameron Logistics Pty Ltd ACN 655 673 260, DHL Networks and Solutions Pty Limited ACN 006 953 813 and DHL Transport Australia Pty Ltd ACN 168 764 985. Each of these entities are wholly owned by DHL Supply Chain. For the purposes of this statement, references to DHL AU do not include the Glen Cameron Group.



6,000 workers
116 locations

OPERATIONS

DHL Supply Chain

As the world leader in the contract logistics market, employs around 188,000 employees worldwide help us support more than 1,400 customers in managing their supply chains in over 50 countries. This is our core business and includes warehousing and transport as well as value-added services such as e-fulfilment, Lead Logistics Partner (LLP), Real Estate Solutions, Service Logistics, transport and packaging solutions for strategic industrial sectors. DHL Supply Chain also develop innovative and sustainable solutions. In Australia, DHL Supply Chain operates 91 sites and employs over 4,000 workers.

DHL Express

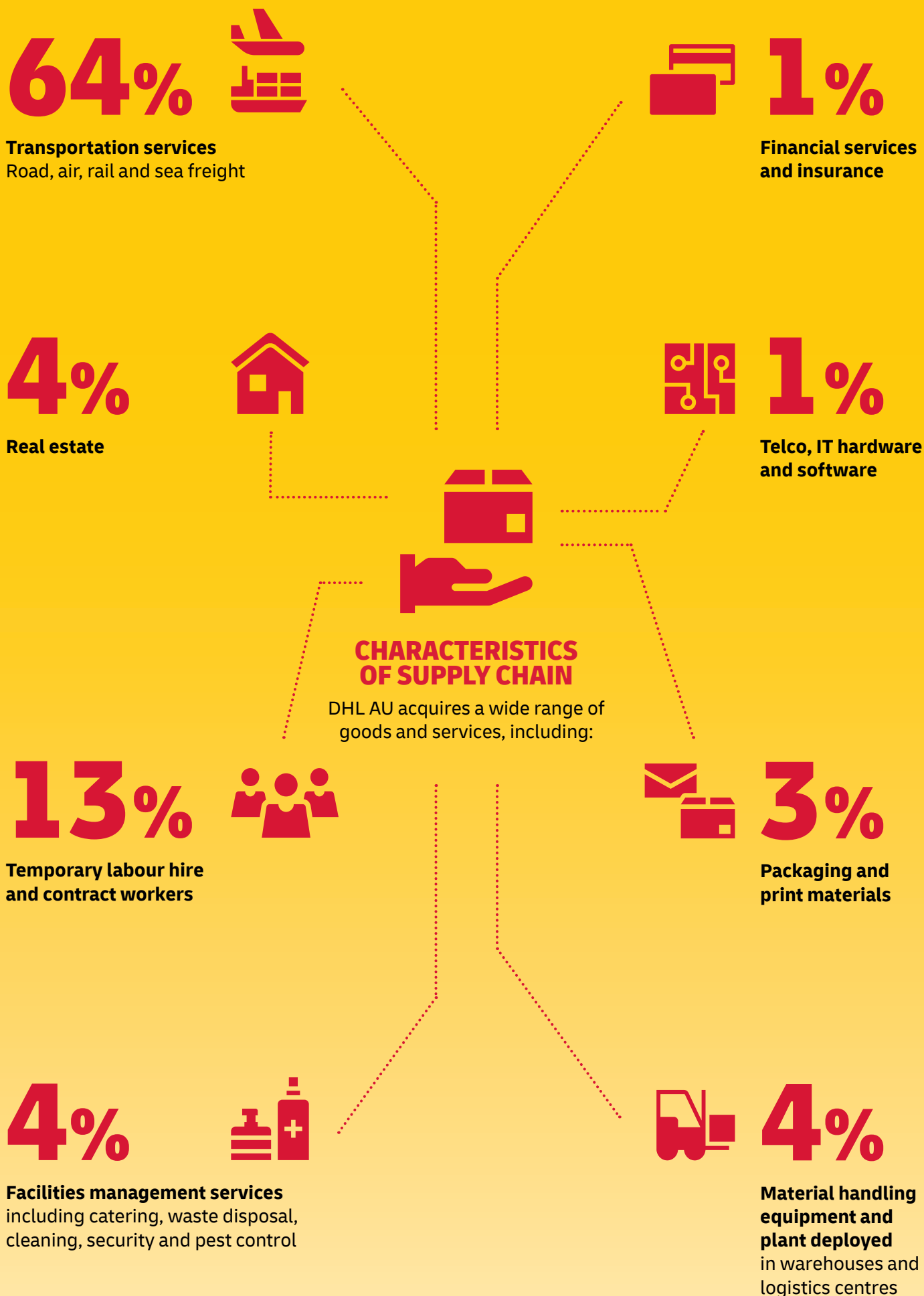
DHL Express transports urgent documents and goods reliably and on time from door to door. Our global network spans more than 220 countries and territories in which some 116,000 employees worldwide provide services to around 3 million customers. In Australia, DHL Express operates 19 sites and employs over 1,400 workers.

DHL Global Forwarding (Global Shipping)

Our air, ocean and overland freight forwarding services include standardised transports as well as multimodal and sector-specific solutions, together with customised industrial projects, which our around 47,000 employees in over 150 countries deliver for more than 250,000 customers. Our business is based upon brokering transport services between customers and freight carriers. The global reach of our network allows us to offer efficient routing and multimodal transport options. In Australia, DHL Global Forwarding operates 6 sites and employs over 500 workers.

DHL eCommerce

Offers cross-border, economy parcel delivery and returns solutions to online retailers. Specializing in tailor-made, affordable solutions, offering a choice of postal and commercial products to meet the needs of customers in the e-commerce sector. In Australia, DHL eCommerce employs about 40 workers.



RISKS OF MODERN SLAVERY IN DHL AU OPERATIONS AND SUPPLY CHAINS

With no significant changes in its operations since its previous modern slavery statement, the extent to which DHL AU's own operations cause, contribute or may be directly linked to modern slavery practices remains low overall. DHL AU has a robust suite of resources, policies and procedures to monitor and manage human rights issues in its operations. Employees participate in online compliance programmes about the Code of Conduct and its application to everyday scenarios at work and when doing business. This learning also forms an integral part of the employee induction process.

Over the 2024 calendar year, DHL Supply Chain has been actively assessing risks of modern slavery practices within Glen Cameron Group's operations and supply chain. While that assessment did not identify any suppliers DHL considered posed specific risks of modern slavery or otherwise identified suppliers considered to be high-risk, a process was undertaken to consolidate Glen Cameron Group's suppliers with existing suppliers onboarded with DHL, or otherwise sourcing new suppliers in accordance with DHL's requirements. The integration of Glen Cameron Group's compliance standards, systems, and processes into our business is near complete.

DHL assesses the risk of modern slavery in its first-tier suppliers as generally low. The majority of DHL AU's first tier suppliers are based in Australia or in other countries where the prevalence of modern slavery is low or very low in accordance with the latest data from the Global Slavery Index .

Identified Key Risk Areas

The Group, for the year under review, has identified five supplier categories:

- **Road transport**
- **Uniforms and personal protective equipment**
- **Temporary Labour & Output Based Services**
- **Promotional items**
- **Building renovations and new constructions**

DHL AU's procurement of domestic transport services has been identified a key risk of modern slavery practices in its first-tier supply chain. In addition to its internal fleet of vehicles, DHL AU utilises the services of third-party subcontractors in Australia to undertake domestic transport as part of the services we provide to our customers. While the supplier evaluation and subcontracting arrangements seek to mitigate modern slavery and human rights risks, there is limited visibility of

these workers activities and conditions as they are not directly engaged by DHL AU. countries. Forced labour, unpaid wages and unsafe working conditions have been reported in the apparel industry in South East Asia.

Another risk area that has been identified is DHL AU's use of temporary labour hire services. To help meet variable business demands, third party labour arrangements are operationally beneficial. However, using a third-party labour hire company to provide workers introduces complexity into DHL AU's supply chain and increases modern slavery risk by reducing our visibility over recruitment and retention practices.

Potential risk areas of modern slavery practices in DHL AU's extended supply chain include:

- **Promotional items, uniforms and apparel:** promotional items and the apparel industries are areas of increasing focus with manufacturing most often occurring in high-risk countries.



ACTIONS TAKEN BY DHL AU TO ASSESS AND ADDRESS RISKS

1. DHL AU INTERNAL OPERATIONS

Policies and Governance

The Group Human Rights Policy Statement, focuses on human rights relevant for our business and operations. Our due diligence framework, ensures that our Human Rights Policy Statement is implemented among our workforce. In addition, we use the system to monitor due diligence compliance. The Human Rights Due Diligence Framework is designed to assist in the identifying, assessing and addressing potential and actual human rights impacts in DHL's operations and supply chains, and covers the following five key areas:

- 1 Policy management
- 2 Awareness
- 3 Risk assessment & mitigation
- 4 Tracking & reporting
- 5 Grievance mechanisms & remedies

The Group Human Rights Policy Statement anchors minimum standards for fair working conditions and human rights in employee relations throughout Australia. The Group bases its human rights policy statement on:

- The Ten principles of the UN Global Compact;
- The Universal Declaration of Human Rights;
- The International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work;
- The OECD Guidelines for Multinational Enterprises;
- The UN Guiding Principles on Business and Human Rights;
- The UN Sustainable Development Goals.

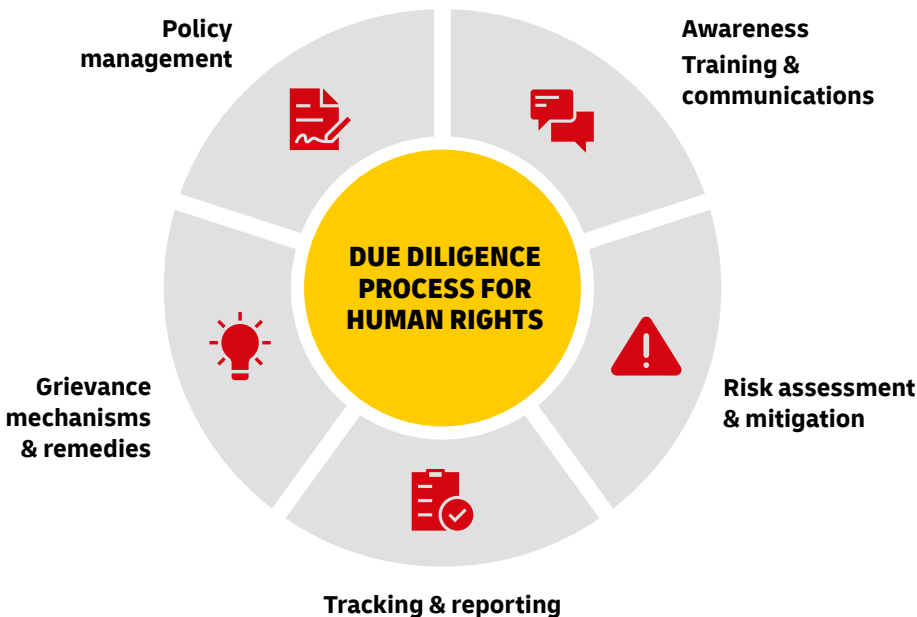
Accountability for the implementation of the Human Rights Policy Statement is overseen by the Chief Executive Officers of the respective businesses in Australia. This ensures that every member of the DHL AU business is clear about the responsibility to respect human rights and day-to-day application of the policy statement.

Employee Code of Conduct

Our Employee Code of Conduct reflects DHL AU's corporate values "Respect & Results". The rules and standards outlined in the Code of Conduct serve as an "ethical compass" that guides all employees in their day-to-day work. There is no alternative to conducting our business in a responsible, fair and ethically irreproachable way.

Our Code of Conduct describes behaviours, beliefs and standards that we aspire to and view as the basis of our established practice. It is an indispensable part of our corporate identity, reflects our corporate values and pays into our customer promise "Excellence. Simply Delivered."

The Group Board of Management endorses the values outlined in the Code of Conduct and expects all employees, executives and





managers to be role models in their daily work and to contribute to a corporate culture characterised by respect. Refresher Code of Conduct training is provided to employees every two years and new employees are enrolled to complete Code of Conduct training within three months of their commencement. The Code of Conduct is binding for all regions and business units of the DHL Group.

Corporate Internal Audit

Corporate Internal Audit evaluates the effectiveness of our risk management system, our control mechanisms and our management and monitoring processes as well as compliance with Group policies, thereby contributing to their improvement. It does so by performing independent regular and ad hoc audits at all Group entities and at corporate headquarters on the authority of the Board of Management. The audit teams discuss the audit findings and agree on actions for improvements with the audited organizational units and their leaders. The Board of Management is informed of the findings on a regular basis. The Supervisory Board is provided with a summary once per year.

Child Labour

We reject all forms of child labour. We do not employ children below the legal minimum age of employment in any country or local jurisdiction. We apply a minimum working age of 15 years, even where local legislation permits younger children to be employed. Employees under the age of 18 only perform work in accordance with legal requirements of their country of employment e.g. with regards to working hours and working condition and subject to any requirement regarding education or training.

Forced Labour

We reject all forms of forced and compulsory labour. All labour must be voluntary. We do not tolerate any forms of forced labour including bonded labour, indentured labour, military labour, modern forms of slavery and any form of human trafficking.

Freedom of Association and Collective Bargaining

We respect our employees' right to join or not to join a trade union or employee representation of their choice, free from threat or intimidation. We recognise and respect the right to collective bargaining in accordance with applicable local law. Employees who act as representatives are neither disadvantaged nor favoured in any way.

Working Conditions

Remuneration and benefits

We compensate our employees relative to local industry and the labour market and in accordance with minimum wage requirements under the Fair Work Act 2009 (Cth) and terms of applicable industrial instruments. We pay workers in a timely manner and clearly convey the basis on which workers are being paid.

Working hours

We comply with all applicable local laws and Enterprise Agreement requirements (where applicable) regarding working hours including overtime, rest breaks and paid leave.





Health & Safety

The safety, health and well-being of our employees is of utmost importance. In adherence to the Group's Occupational Health and Safety policy, statutory regulations and industry standards, we provide a work environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent work-related accidents, injuries and illnesses.

Diversity and Inclusion

We promote an inclusive work environment that values the diversity of our employees as confirmed in our Diversity and Inclusion Statement. We are committed to equal opportunity and reject any forms of discrimination or harassment based on gender, ethnic and national origin, nationality, social origin, religion, age, disability, sexual orientation and identity or any other characteristics protected by applicable law. The basis for employee selection and promotion at the DHL Group is qualification, performance, skills and experience.

Glen Cameron Group

As part of integrating Glen Cameron Group's operations with those of DHL Supply Chain, the organisation has implemented key policies, procedures, and practices aimed at mitigating any risk of modern slavery, including but not limited to reviews of employee terms, conditions and remuneration, review of gender composition and working hours. DHL Supply Chain has also aligned work, health, and safety and human resources processes across the organisations.

For the purposes of this statement, references to DHL AU do not include the Glen Cameron Group.

Data Privacy

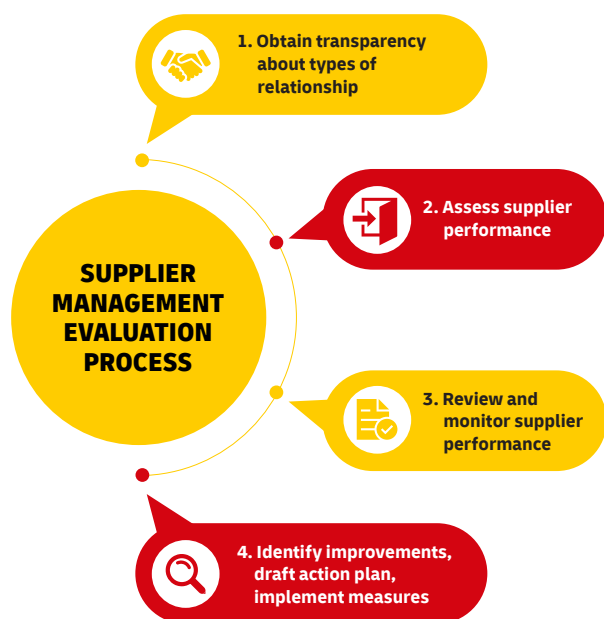
We respect the privacy of all individuals and the confidentiality of any personal data we hold about them. The Group's Data Privacy Policy provides appropriate safeguards for transmission of personal data belonging to its employees, customers and suppliers within the Group. The Group's Data Protection Management safeguards compliance with the respective data protection regulations and legislation.

2. DHL AU SUPPLIERS

DHL Procurement plays a vital role within the Group, ensuring the efficient acquisition of goods and services necessary for the company's operations. Focused on maximizing value, the procurement team collaborates with various stakeholders to source high-quality services and materials, negotiate contracts, and manage DHL AU's supplier relationships.

To effectively manage DHL suppliers, the procurement team employs a comprehensive supplier management strategy that includes rigorous supplier selection processes, performance evaluations, and ongoing relationship management. This involves assessing suppliers based on criteria such as quality, reliability, sustainability, and compliance with regulatory standards, including modern slavery and human rights risks. Regular performance reviews and feedback mechanisms ensure that suppliers continue to meet the Group's expectations and contribute positively to the supply chain and communities that they operate in.

DHL Supplier Management Process Overview



Supplier Due Diligence and Risk Assessment Process

Corporate Procurement selects suppliers that meet our standards as set forth in our Supplier Code of Conduct. The selection process is based on a standardized assessment procedure that also takes account of the different requirements and possible risk profiles of our business models and purchase categories. The following internal Group policies set out in detail the requirements that are considered in our supplier assessment process. The requirements apply to the supplier selection process as well as to the supplier assessments carried out in the course of the business relationship:

- Minimum standards for supplier due diligence (Corporate Procurement Policy)
- Standards for supplier risk management (Corporate Procurement Standards)
- Other divisional and Group policies
- Anti-Corruption and Business Ethics Policy

The minimum requirements for risk assessment are based on risk potential, which we recalculate annually depending on the purchase category and the geographical location of the supplier. The risk assessment is influenced by the purchase category and various other types of risk within the relevant risk domains (ESG, the economy, technology, law and politics, and cybersecurity). We also consider factors such as diversity and respect for human rights in the risk assessment in addition to external criteria for determining risk potential such as the Corruption Prevention Index issued by Transparency International and/or Verisk Maplecroft's risk classification system. The final assessment of risk potential is based on an evaluation of the probability of occurrence and possible impact. The Group-

wide risk management system for supplier evaluations is continuously reviewed for potential improvements and adjusted as necessary.

Our assessment procedure is flexible and adaptive and therefore takes account of the different requirements of our business models.

The following evaluation tools can be used individually or in combination with each other, depending on the requirements of the specific tendering process, or they may be used to review existing contractual relationships.

Supplier Code of Conduct

The Supplier Code of Conduct (SCOC), is a reflection of the ethical, social and environmental standards we set for ourselves, and it is a binding component of our relationships with our suppliers, including subcontractors. By accepting it, the supplier undertakes to comply with our standards and to implement them in its own supply chain. For more detailed information on the Supplier Code of Conduct, please click [here](#)

We consider as an accepted SCoC the following:

- Our own Supplier Code of Conduct
- If the supplier has implemented a code of conduct that we classify as equivalent
- If both contracting parties are supplier and customer at the same time, they can mutually recognize each other's own company code of conduct, provided they have been classified as equivalent.

DHL AU are required to only buy products and services from suppliers and subcontractors that have accepted our Supplier Code of Conduct (with the exception of small ad hoc purchases).

SHIELD

The Group uses the Supplier Risk Management Tool SHIELD. This tool serves as the single point of access for all risk management activities for suppliers. Assessment scores stored in this tool include but are not limited to a Self Assessment Questionnaire or external supplier evaluation such as EcoVadis. The Supplier Risk Management Tool aggregates all available risk assessments of a supplier according to a consistent scoring logic from 0-100. Suppliers who score between 0 and 25 will be classified as high-risk suppliers, and a Corrective Action Plan (CAP) will need to be formulated and agreed upon between all stakeholders.

The expectation is that the supplier will complete the CAP in an agreed-upon timeframe and then undergo a new assessment. Should the supplier not engage or complete the CAP to a satisfactory level, the supplier may be off-boarded. Suppliers who score between 26 to 49 will be classified as medium-risk suppliers, will need to implement their own CAP, and will be reassessed in 12 months. Suppliers who score 50 or above will be classified as low-risk suppliers and will have to be reassessed after 36 months.

Self Assessment Questionnaire (SAQ)

In our continuous efforts to enhance our supplier management processes and ensure we are undertaking the appropriate due diligence, the DHL Group has introduced category-specific Self Assessment Questionnaires (SAQ) in 2023. These SAQ's are designed to further evaluate the identified high-risk categories of supplier spend, initially targeted at the suppliers of temporary labour and domestic transport services across Australia.

SUPPLIER SCORE	ACTION
50 - 100	Assess every 2 years
26 - 49	Annual Assessment & Priority Action in Improvement Plan
0 - 25	Reassessment/Corrective Action Plan
	Consider phase out if failure

External Supplier Evaluations





To enable the highest possible quality and objectivity during the supplier evaluation process, DHL AU utilises external organisations to audit suppliers' systems, processes and performance.

To mitigate the risk of unethical practices occurring in our supply chains, DHL AU uses EcoVadis and Ethical Supply Chain Program (ESCP) former ICTI Ethical Toy Program to independently evaluate suppliers against a set of sustainability criteria. For certain high-risk categories, these external supplier evaluations are mandatory irrespective of spend or contract execution date. For other categories, it is required where the annual spend exceeds € 1.0 million or the contract was executed after 2023.

The objective of the EcoVadis Corporate Social Responsibility (CSR) rating methodology is to measure the quality of a company's CSR management system through its policies, actions and results. The EcoVadis assessment is based on 21 CSR Criteria in line with the UN Global Compact principles, which are anchored in 4 main themes, Environment, Labour and Human Rights, Ethics and Sustainable Procurement. EcoVadis requires companies to provide formal, recent, and credible documentation that serves as a reliable element of the company's CSR management system, e.g., CSR reports, policies,



21 CSR Criteria

 ENVIRONMENT	 LABOR & HUMAN RIGHTS	 ETHICS	 SUSTAINABLE PROCUREMENT
<p>Operations</p> <ul style="list-style-type: none">■ Energy Consumption & GHGs■ Water■ Biodiversity■ Local & Accidental Pollution■ Materials, Chemicals & Waste <p>Products</p> <ul style="list-style-type: none">■ Product Use■ Product End-of-Life■ Customer Health & Safety■ Environmental Services & Advocacy	<p>Human Resources</p> <ul style="list-style-type: none">■ Employee Health & Safety■ Working Conditions■ Social Dialogue■ Career Management & Training <p>Human Rights</p> <ul style="list-style-type: none">■ Child Labor, Forced Labor & Human Trafficking■ Diversity, Discrimination & Harassment■ External Stakeholder Human Rights	<ul style="list-style-type: none">■ Corruption■ Anticompetitive Practices■ Responsible Information Management	<ul style="list-style-type: none">■ Supplier Environmental Practices■ Supplier Social Practices

procedures, certificates, training materials. A scorecard is then generated for DHL AU and the supplier against these key criteria along with strengths and areas for improvement (For further information please refer to support.ecovadis.com).

The Ethical Supply Chain Program (ESCP) is an external evaluation partner for suppliers which operate in the packaging, promotion and apparel categories. ESCP’s Social and Environmental Impact Assessments and audit programs verify the management systems of suppliers with regards to working conditions and environmental factors (For further information please refer to www.ethicalsupplychain.org).

Modern Slavery Risk Assessment Questionnaire

DHL AU continues to conduct modern slavery risk assessment questionnaire with suppliers who have not completed a questionnaire or are not required to prepare and submit a modern slavery statement under the Modern Slavery Act and do not have a valid SAQ or EcoVadis or ESCP rating. This questionnaire is designed to understand our suppliers’ approach to managing the risk of modern slavery within their business and in their own supply chains. This questionnaire has been modified to include the Shield Scoring Index to more easily

identify modern slavery risks present and inform an appropriate action plan to address them.

Customs, Export Controls and Sanctions

In the interest of responsible and ethically sound business practice, DHL AU always act in accordance with legal regulations and international conventions. We comply with the applicable laws and regulations on export controls, sanctions and customs clearance in all regions and countries. These obligations relate not only to the movement of goods but can also have an impact on matters such as financial transactions, the use of technology, procurement, or the hiring of personnel.

1. TRAINING & AWARENESS

We continue to communicate the Group's policies and raise awareness and knowledge amongst our employees and partners. We offer specific training on human rights-related matters to our employees and partners.

Our People

- All new joiners are inducted into the core principles of the **Code of Conduct**.
- Human Rights videos explaining the 7 core areas including forced labour & child labour are shared via our internal company intranet.
- **Human Rights e-learning:** All members of senior management are required to complete this human rights training every two years to ensure ongoing awareness and understanding of ethical standards, human rights, labour rights, and the prevention of modern slavery and human trafficking.
- **Supplier Code of Conduct (SCoC) e-learning:** All members of senior management are required to complete this training every two years to understand the importance of the Supplier Code of Conduct set of strict ethical standards for doing business with our suppliers

Our Supply Chain

- To certify their commitment to conducting business ethically, suppliers are asked to complete the interactive **Supplier Code of Conduct training** that is available in 11 languages and upload their certificate of completion into the DHL's supplier management software suite.
- **Supplier Webcasts** are produced to raise greater awareness on topics such as Human Rights.
- In conjunction with **Trace International**, DHL provides suppliers & their staff free of charge training on important topics such as Forced Labor & Human Trafficking.
- We convey our expectations and selection process to our suppliers and subcontractors via our **Supplier Portal**. Suppliers can also use our portal to familiarise themselves with our Supplier Code of Conduct, which we make available in numerous languages along with the corresponding training module. Suppliers can also access our professional compliance whistleblower system that they can use to report potential violations of the Supplier Code of Conduct or statutory provisions as well as cybersecurity incidents.



2. STAKEHOLDER ENGAGEMENT

DHL recognises it is a part of the communities in which it operates. We seek to engage with stakeholders within our supply chain to better understand and consider their views and expectations regarding human rights and modern slavery.

3. REMEDY AND GRIEVANCE MECHANISM

The group operates a professional Compliance Incident Reporting System where employees and third parties are able to share concerns/issues, including matters relating to labour practices or breaches of human rights. All reported violations are handled confidentially. Any matter raised is investigated by an independent investigation team.

If it is determined that there is a risk of adverse human rights impact caused or contributed to by our business activities, we have a procedure in place to ensure the activity is assessed, changed, discontinued and/or remediated. We encourage our employees to address suspected violations of this modern slavery policy statement through the established accessible grievance or dispute resolution channels including local

management, responsible Human Resources departments or the Compliance Incident Reporting System. Our partners and third parties have the opportunity to access web forms at www.dhlcompliance.com to report potential violations of our Human Rights Policy Statement.

4. CONSEQUENCES OF BREACH

If infringements against our policies are reported, DHL takes appropriate measures for proper clarification of the circumstances of the breach. We will take corrective actions where appropriate. Consequences under civil and criminal law will depend on how and in what circumstances an individual has contravened our policies. Where a breach of legislation is proven in this regard, we also reserve the right to refer the matter to the relevant authorities for further action.

An allegation or violations of our Supplier Code of Conduct and/or standards, may prompt an investigation or inquiry. Should sufficient evidence come to light, we will take appropriate action as the circumstances may require. Any consequences applied will depend on the severity and in line with our internal Supplier Incident Management Process.





EFFECTIVENESS OF ACTIONS BEING TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Corporate Governance and Monitoring

The Group communicates and reports on its human rights related commitments, activities and statements, consistent with the annual modern slavery statement, as part of the Group's annual reporting. As part of our culture of continuous improvement, DHL AU regularly evaluates and reviews how best to improve and strengthen our approach to addressing human rights in our sphere of influence. The implementation of measures for respecting human rights in the workforce and in the supply chain have been monitored on a global scale by the new German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG) Council since the beginning of 2023.

Supplier Code of Conduct

In DHL Group we measure our ability to enforce compliance with our standards with the metric "Supplier spend covered by an accepted SCoC". Each month, the progress made is reported to management, and the performance of this metric is discussed with the CEO and CFO.

In reporting year 2024, this metric increased to more than EUR 39 billion (2023: > 35 EUR billion). This corresponds to a share of >90% of eligible procurement expenditure.

Internal and External Audits Completed

As part of DHL AU's efforts to appropriately document risk-based due diligence pertaining to the procurement and appropriate and regular oversight of suppliers, DHL AU conducted a further 10 Supplier Due Diligence Screenings in 2024 for suppliers across the DHL AU Group. With all DDQ Audits registering a Risk Assessment Rating of Low, these screenings did not highlight any human rights or other risks or adverse findings for these suppliers. No escalations were required to the Regional Compliance or Procurement Governance team over the reporting period.

In 2024, 13 Self-Assessment Questionnaires were completed for Transport providers and 1 for a temporary labour supplier. All 14 Supplier responses were evaluated, and their Risk Assessment Ratings were classified as Low.

To support our robust and objective supplier evaluations, EcoVadis assessments were conducted for 23 suppliers over the last 12 months across the high-risk human rights categories of temporary labour, facilities management, services and network supplies. Of those assessments, 14 vendors were classified as Low Risk (50+), 9 as Medium Risk (26 – 49), and no vendors identified as High Risk.

For vendors classified as Medium Risk, EcoVadis has provided correspondence outlining the corrective actions required, along with a timeline for resolution. Each supplier is re-assessed 12 months after notice to track improvements against the target actions.

15 Modern Slavery Questionnaires were completed by Suppliers in 2024, with 13 suppliers classified as low-risk and 2 suppliers classified as medium-risk.

Effectiveness Of The Compliance Hotline

Potential human rights violations can be anonymously reported on a 24/7 basis, via our professional compliance incident reporting system (whistle-blower hotline). The incident reporting system was made available to third parties during 2024. Reports are reviewed and investigated internally for potential violations as part of a standardised process. Information on relevant violations is collected and included in the regular compliance reports made to the DHL Group Board of Management and to the Supervisory Board's Finance and Audit Committee.

Internal Awareness And Training Programs

In the interest of raising awareness of compliance amongst employees, a Group-wide campaign – Compliance Awareness Week - was carried out in 2024 and rounded out by measures tailored to the specific divisions and regions. The campaign was additionally supported by “tone from the top” statements from the members of the DHL Group Board of Management to emphasise to each employee the importance of compliance for the Group. To strengthen the internal dialogue, our workforce was made aware of and informed about compliance aspects on an ongoing basis

by means of further communication measures and via the compliance channels. To further support this, employees are required to complete Code of Conduct and Human Rights training.

Through 2024, 243 DHL Express employees completed the Code of Conduct training, along with 202 employees completing the Human Rights e-learning module. These numbers are in addition to the employees who completed this training in previous years. In DHL Global Forwarding, 185 employees completed the Code of Conduct training, and 20 employees completed the Human Rights e-learning module as well. 493 DHL Supply chain employees completed the Code of Conduct training, along with 94 employees completing the Human Rights e-learning module.



THE PROCESS OF CONSULTATION WITH OTHER ENTITIES

Consistent with previous modern slavery statements, DHL AU adopted a cross-functional approach to risk analysis, reporting and business input in the preparation of this statement. This statement was prepared by the DHL AU Group procurement and legal team with each DHL AU entity involved in reviewing the statement and contributing to its preparation during meetings and ongoing dialogue. The Directors of each DHL AU entity then reviewed and approved the Statement. The directors of DHL Supply Chain are also directors of DHL RES and have had the opportunity to contribute to the statement from the perspective of DHL RES as required.



APPROVAL AND SIGNATURE

The Directors of DHL Supply Chain, DHL Express, DHL Global Forwarding and DHL e-Commerce reviewed and approved the Statement in their capacity as principal governing body of the relevant DHL AU entity on 25 June 2025, 23 June 2025, 23 June 2025 and 24 June 2025 respectively.

SIGNED BY

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Signature of **Director of DHL Supply Chain (Australia) Pty Limited**

Steve Thompson

Name (please print)

21/07/2025

Date

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Signature of **Director of DHL Express (Australia) Pty Limited**

Phil Corcoran

Name (please print)

21/07/2025

Date

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Signature of **Director of DHL Global Forwarding (Australia) Pty Limited**

George Lawson

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Signature of **Director of Deutsche Post Global Mail (Australia) Pty Limited**

Denise McGrouther

Name (please print)

21/07/2025

Date

