



Logistics



MODERN SLAVERY STATEMENT 2025

Introduction

This is the fifth Modern Slavery Statement (“Statement”) prepared by CTI Logistics Limited (“CTI”) in accordance with the Australian Modern Slavery Act 2018 (Cth) for the reporting period ending 30 June 2025.

The purpose of this Statement is to outline CTI’s approach to managing and mitigating the risk of modern slavery and human rights abuses within our operations and supply chains. CTI is committed to maintaining robust governance systems and processes that uphold ethical standards and protect human rights.

CTI acknowledges that modern slavery can manifest in various forms, including slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruitment practices.

The CTI Board is fully committed to operating responsibly and will not tolerate any form of modern slavery or human rights abuse in our business operations or supply chains.



CTI's Business

Established in Western Australia in 1973 and publicly listed since 1987, CTI has grown into a nationwide provider of transport, logistics, and business services. Today, CTI operates across all mainland Australian states, supported by:

- A workforce of more than 1,400 people, including over 900 employees and 500+ subcontractor drivers.
- A fleet of 750+ vehicles, ranging from small courier vans to multi-trailer road trains.
- A national network of transport depots and warehouses in all mainland capital cities and key regional centres.
- Australia's largest warehousing and distribution network for the floorcoverings sector.
- Supply base and quarantine facilities servicing the minerals and energy sector in Western Australia.
- The largest independent Grade A1 security monitoring station in WA, certified by ASIAL to AS 2201.2:2022.
- Comprehensive records management services, including secure archiving, imaging, destruction, and recycling.



Structure, Operations and Supply Chains

CTI's operations span multiple entities and services, including:

- Transport: Couriers, taxi trucks, parcel services, metro and regional distribution, interstate linehaul.
- Warehousing: Storage, receivals, picking and dispatch, supply base operations, quarantine services.
- Security: Alarm monitoring, installation of security systems.
- Records Management: Archiving, secure destruction, and related services.
- Shared Services: IT, administration, property management, cleaning, uniforms, PPE, insurance, and maintenance.

Our supply chains primarily source goods and services from Australian-based providers, with limited procurement of software and electronic equipment from Europe and Asia.

Entities	Supply Chains
Transport	Motor vehicles Trailers and ancillaries Tyres Spare parts Fuel and oil Vehicle Servicing Labour Hire Subcontractor drivers
Warehousing	Material Handling Equipment LPG and fuel Labour Hire Racks and racking Pallet hire
Security	Equipment suppliers Agents
Records Management	Equipment suppliers Cartons and packaging
Common to all Entities	IT software and hardware Stationery and Office supplies Cleaning Uniforms and work attire PPE Insurance Maintenance



Governance

As a publicly listed company, CTI has sound experience in maintaining the highest standards of management surveillance and risk management. CTI has a strong and long-serving board and senior management team that is supported by an experienced compliance team.

CTI believes that a well-structured framework of policies and procedures, with sound management practices requiring high standards of compliance, creates a strong cultural foundation in which corrupt practices and the abuse of human rights will not flourish.

CTI has policies and procedures in place that promote ethical and legally compliant business conduct. The policies contribute to CTI's commitment to prevent violations of human rights such as forms of modern slavery.

Policies and Procedures

CTI maintains a comprehensive framework of policies and procedures designed to promote ethical conduct and legal compliance. These include:

- Modern Slavery Policy (POL-0050): First introduced in FY20, this policy affirms CTI's commitment to eliminating modern slavery risks and is reviewed annually.
- Whistleblower Policy (POL-0049): Provides confidential reporting channels, including independent third-party escalation. No modern slavery-related complaints were received in FY25.
- ISO Certifications: CTI holds ISO 45001 (Health & Safety), ISO 9001 (Quality), and ISO 14001 (Environmental Management), reinforcing fair employment practices and safe working conditions.



Actions and Developments – FY25

Key initiatives during the reporting period included:

- **Risk Assessment:** Updated and reviewed by the Audit and Risk Committee, confirming low overall risk across operations and supply chains. The primary area requiring ongoing oversight is subcontractor driver arrangements.
- **Supplier Engagement:** Issued Modern Slavery Self-Assessment Questionnaires to medium- and high-risk suppliers. Responses indicated compliance with CTI's standards.
- **Training and Awareness:** Delivered e-learning modules on modern slavery risks to all supervisory staff and above, averaging 1,168 lessons completed per month in early 2025.
- **Consultation within CTI:** Engaged and consulted with all CTI-owned subsidiary companies in the development of this Statement.
- **Contractual Controls:** Strengthened modern slavery clauses in supplier and customer agreements and terms of trade.

Consultation within the CTI Logistics Group

- CTI's subsidiary companies (listed in attachment A) are all Australian based and operate solely within Australia. CTI does not have any other part-owned or controlled companies.
- CTI actively engaged and consulted with all the CTI-owned subsidiary companies in the development of this Statement. The potential risks that could arise from their operations and supply chains were assessed and incorporated into the overall risk assessment for the CTI Group. This consultation process revealed a broadly similar risk profile across the CTI Group.



Actions and Developments – FY25

Risk Analyses

- CTI's Audit and Risk Committee continually undertakes a wide-ranging program of risk assessment across all CTI entities and operations. These risk assessments were updated in FY25, using a standard format, and reviewed and approved by CTI's Audit and Risk Committee.
- The risk assessments indicated that most CTI operations and supply chains do not or are unlikely to create opportunities for the abuse of human rights and modern slavery to develop. CTI maintains a high level of centralised control, especially over those aspects of its operations that could pose risks of non-compliance with human rights standards. This centralised control includes payroll management and the engagement of suppliers.
- CTI's major suppliers are typically large multinationals or Australia-wide organisations with sound reputations (e.g. motor vehicles, fuel, tyres, IT equipment). Many of these organisations have published their own Modern Slavery Statements.
- The risk assessments were consistent across the various entities within the CTI Group and identified some possible risk areas within CTI's operations that need continuing oversight. The main risk that was identified is in the use of subcontractor drivers, where CTI does not have full visibility of the arrangements between subcontractor vehicle owners and the drivers they engage to drive their vehicles. This requires continuing vigilance and CTI's investigations during the reporting period provided satisfactory evidence that these drivers were being engaged and paid in accordance with legislated requirements.



Actions and Developments – FY25

Effectiveness of Actions

CTI evaluated progress across four key areas:

- Governance and Due Diligence: No instances of non-compliance identified.
- Procurement and Supply Chain: Surveyed 91 transport subcontractors; no significant risks detected.
- HR Practices and Training: Continued high engagement with compliance training programs.
- Grievance Reporting: No modern slavery-related grievances reported.



Future Commitments

In the coming year, CTI will:

- Enhance governance and risk management systems.
- Expand awareness training programs.
- Increase visibility of subcontractor arrangements.
- Further develop CTI's supplier management system.
- Strengthen HR processes, including pre-engagement screening and exit interviews.



Board Approval

This Statement was approved by the Board of CTI Logistics Limited.



David R Watson
Chairman
December 2025



Attachment A

CTI LOGISTICS LIMITED (Parent Company) and Subsidiary Companies

This list covers CTI Logistics Limited (ABN 69 008 778 925) and all its controlled entities. All the subsidiary companies listed are fully owned by CTI Logistics Limited. The registered address for CTI Logistics Limited and all subsidiary companies is 1 Drummond Place, West Perth, Western Australia 6005. CTI Logistics Limited was founded in September 1973 and the company was listed on the ASX in December 1987 (CLX).

Registered name	ABN	Trading name(s)	Services
CTI Freight Systems Pty Ltd	66 009 472 628	CTI Logistics Warehousing & Distribution CTI Minerals & Energy Logistics	Warehousing, Distribution Supply base logistics, Quarantine services
CTI Transport Services Pty Ltd	44 009 238 439	CTI Warehousing & Distribution (SA)	Warehousing, Distribution
CTI Logistics (NSW) Pty Ltd	82 153 063 382	CTI Warehousing & Distribution (NSW)	Warehousing, Distribution
CTI Logistics (VIC) Pty Ltd	26 063 795 568	CTI Warehousing & Distribution (VIC)	Warehousing, Distribution
CTI Transport Systems Pty Ltd	76 009 139 315	CTI Taxi Trucks	Taxi Trucks, Fleet management
CTI Freightlines Pty Ltd	22 009 291 310	CTI Logistics Regional Freight Broome Freightlines	Freight, Line haul
CTI Nationwide Logistics Pty Ltd	86 009 265 347	CTI Logistics Interstate	Interstate Freight, Line haul



Attachment A

CTI LOGISTICS LIMITED (Parent Company) and Subsidiary Companies

CTI Xpress Systems Pty Ltd	45 067 742 714	CTI Xpress Systems	Freight, Parcels, Taxi Trucks, Warehousing
Foxline Logistics Pty Ltd	96 086 449 952	Foxline Express Parcels Foxline Taxi Trucks	Freight, Parcels, Taxi Trucks
CTI Freight Management Pty Ltd	34 009 391 431	CTI Logistics Regional Freight, Bunbury Freight Services, Stirling Freight Express	Regional Freight
CTI Couriers Pty Ltd	17 051 430 338	CTI Couriers	Couriers, Taxi Trucks
Bring Transport Industries Pty Ltd	73 008 767 155	Bring Couriers	Couriers, Taxi Trucks
Mercury Messengers Pty Ltd	21 008 779 093	Mercury	Couriers, Taxi Trucks
Action Logistics (WA) Pty Ltd	74 009 151 008	Action Couriers	Couriers, Taxi Trucks
CTI Taxi Trucks Pty Ltd	82 008 777 731	Bike Express	Couriers
CTI Security Systems Pty Ltd	72 009 302 032	Securus	Security services
CTI Security Services Pty Ltd	83 009 236 104	ARM Security	Security Monitoring
CTI Records Management Pty Ltd	71 083 767 999	CTI Records Management	Records Management
G.M.Kane & Sons Pty Ltd	17 000 408 800	GMK Logistics	National Warehousing, Distribution

